

What is Leadership?

Leadership?



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by Boksi

Leadership?



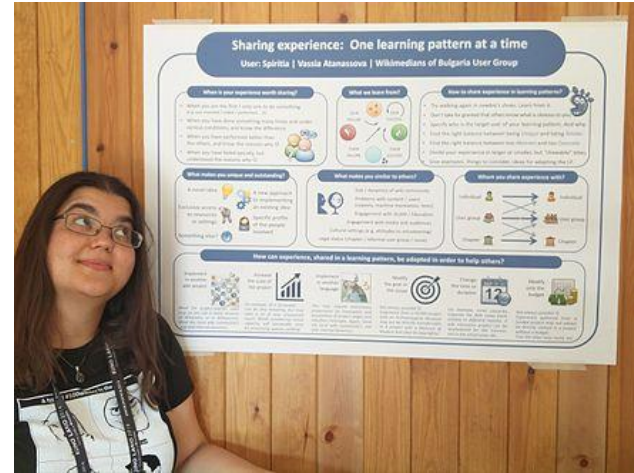
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Leadership?



Image credit: Toshihito CC-BY-SA
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Wikimedia Leadership?



Learning objectives:

- Learn the results of the Leadership Dialogue
- Identify leadership development skills and roles from across dialogues



First, a little context

June 2013: 23 Community Program Leaders learning about program evaluation and data use for designing programs.



Credit: The Photographer, CC0, via Wikimedia Commons

Today: More than 250 Individual Community Program Leaders have participated in Learning Day events at least once since the initial workshop in Budapest



Learning and Evaluation

Translate this page

Part of the **Wikimedia Resource Center**

Learning and Evaluation

- [Start](#)
- [Plan](#)
- [Report](#)
- [Contribute](#)
- [News and Events](#)

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Wikimedia Impact Evaluation: Learn how we evaluate grants and programs.



Wikimania 2017 Learning Days: read about the outcomes!



Introducing the Wikimedia Resource Center: A hub that helps volunteers find the resources they need.



Blog: New survey creates paths for hearing from diverse Wikimedia Communities.

Navigating this portal

- Start** – this page, along with the introduction and other resources
- Plan** – developing a plan for your program
- Report** – prepare documentation of your program after it was carried out
- Contribute** – share your findings with the Wikimedia community
- News and Events** – the latest from Learning and Evaluation
- Portal documentation**
- Archive**

A hub for learning and sharing resources to better understand Wikimedia programs.

The Learning and Evaluation team at the Wikimedia Foundation helps volunteers and organizations evaluate their projects and program activities, to help program coordinators and evaluators to:

- More clearly identify goals and target outcomes for projects and programs,
- Measure against those goals and share learning about projects and programs, and
- Design and learn to implement effective programs to reach goals.

- [Learn more](#)
- [Glossary](#)
- [Other resources](#)

Categories: [Learning and Evaluation](#) | [Skills development](#) | [Wikimedia resources for program coordinators](#) | [Wikimedia resources for affiliate organizers](#)

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Wikimedia Resource Center

(Redirected from WRC)

Translate this page

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Wikimedia Resource Center

Contents [hide]

- Find what you're looking for.
 - Connect with fellow Wikimedians!
 - Have any questions?
 - Recent questions

Find what you're looking for.

The **Wikimedia Resource Center** is a new portal designed to be a single point of entry for Wikimedians all over the world to access specific Wikimedia resources, including documented best practices, program support, toolkits, and financial resources. See disclaimer.

Not sure where to go? Try our **walkthrough**.

Search all resources

- Main
- Grants
- Category
-

For Program Coordinators

Resources for people organizing initiatives, including training and outreach programs.

For Contributors

Resources for those who contribute content to our projects.

For Developers

Resources for those who contribute code to our projects, writing bots, Lua modules, and contributions to MediaWiki itself.

For Affiliate Organizers

Resources for those with governance roles in their affiliates, including chapter board members.

- [View All Resources](#)
- [Documentation](#)
- [Translation](#)
- [Give Feedback](#)

Connect with fellow Wikimedians!

[Connect on Meta](#)

Have any questions?

[Ask a question](#)

Recent questions

For an editathon I would like to make a list of articles in a special category that are stubs (so less than 2500 bytes or thereabouts). I see that there is a `page_len` field set in the page table so I was wondering if I could query this somehow through the api? Question from Jane023 16:19, 25 January 2017 (UTC)

[View discussion](#)

Can one get a professional certification in Wikimedia use for education? Pharos (talk) 19:08, 20 June 2017 (UTC)

[View discussion](#)

Is there a system in place to semi-automate the renewal process for a WMF Rapid Grant? Checkingflax (talk) 17:18, 2 July 2017 (UTC)

[View discussion](#)

Dear,

I am working on a separate wiki but this wiki does not allow me to use annotated images. I



The who, when, where

Hosted 5 conversations in 2016:

- 2 in-person with Wikimedia Foundation staff as we began the discussion at Community Engagement Offsite and then extended to peers at the staff All Hands in January 2016
- 2 in-person with community members at Wikimedia Conference in April 2016 and then at Wikimania in June 2016
- 1 online consultation in September-October 2016

100 Participants (**21** staff, **79** community)



The who, when, where

Since we have had conversations about the results as well as focused conversations on particular leaderships themes:

- 2 in-person at Wikimedia Conference 2017 and Wikimania 2017
- Board training workshop dialogue at Wikimedia Conference 2017
- Diversity leadership skills discusison at Diversity Conference 2017

Session Plan

1. Introduction & Overview of Leadership Development Dialogue. (20 min)
2. Participants identify potential support resources or project groups who may be relevant for developing identified skills. (15 min)
3. Discuss how skills groups may organize within the Wikimedia Resource Center (5 minutes)



Leadership development: Who should we support?

People with Responsibility





On-wiki Curators

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People who drive collaboration online

A large group of people, mostly young adults, are posed on a wide staircase in a brick building. The people are dressed in a variety of casual and semi-formal attire, including t-shirts, blouses, and jackets. Many are wearing lanyards with badges. The staircase is decorated with numerous circular stickers and a Philippine flag is visible on the right side. The background features a weathered brick wall with some graffiti and a large, abstract mural on the left. The overall atmosphere is vibrant and community-oriented.

People who drive collaboration offline

A woman with long dark hair, wearing a white blouse and red skirt, stands on the left holding a black microphone. She is facing a man with a beard and dark hair, wearing a purple patterned shirt, who is seated at a table with a laptop. The man is looking towards the woman and gesturing with his right hand. In the background, several people are seated in rows of red chairs with gold trim. A banner with Arabic text is visible on the wall behind them.

Mentors & Change Makers



How should we refer to Wikimedia community leaders?

Tied for **1st place**: Wiki Coordinators, Wiki Leaders,
Wiki Organizers, Wikimedia Coordinators, Wikimedia
Organizers, Wikimedia Mentors

Tied for **2nd place**: Wikimedia Guides, Wiki Guides,
Wiki Mentors, Wikimedia Facilitators

Leadership Development: What Skills Should Be Developed?

A photograph of three young women sitting around a table, looking at a laptop. The woman on the left is wearing a white blouse and has her hair in a ponytail. The woman in the middle is wearing a floral top and has her hand on her chin. The woman on the right is wearing a black jacket and has sunglasses on her head. There is a water bottle on the table and some papers scattered around. The background shows a wall with some sticky notes.

How To Be Collaborative

A young boy with dark hair, wearing a blue and white plaid shirt, is shown in profile, blowing a bubble. He is holding a small white container of bubble solution. The bubble is large and iridescent, floating in the air. The background is a lush green field under a bright, low sun, creating a warm, golden glow. The overall mood is peaceful and hopeful.

A Positive Mentality

A photograph of three people in an office setting. On the left, a man with a beard and glasses, wearing a blue shirt and a name tag that reads "Philip Mitchell", is looking towards the center. In the middle, a woman with curly hair, wearing a red and black plaid shirt, is smiling and looking at the man on the left. On the right, a man with short hair, wearing a dark shirt, is looking down at a laptop. The desk is cluttered with two laptops, papers, a pair of glasses, and a name tag that reads "Deborah". The background shows office chairs and a wooden floor.

How to Teach and Inspire

Project Management





People Skills

A dirt path winds through a field of purple flowers under a cloudy sky. The path is the central focus, leading the eye from the foreground into the distance. The flowers are small and numerous, creating a vibrant purple carpet on either side of the path. The background shows a line of trees and a hazy horizon, suggesting a rural or natural setting. The overall mood is serene and contemplative.

Staying true to our values

Board Skills





Diversity Leadership Skills

Leadership Development: How Else Should “We” Support It?



How to support

Focus on empowering leaders

Support peer exchange

Help people step into leadership

Involve community in designing the curriculum

Train-the-trainers

Support different types of leadership

Online opportunities & resources

More online training opportunities

More skills and materials for follow-up in home communities

In-person social networking

Outside certifications

Recreate past successes like GLAM camp

Discussion Time

The end



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