



Le potentiel inexploité des Learning patterns

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Modifier le wikicode

Traduire cette page



Part of the **Wikimedia Resource Center**

https://notes.wikimedia.fr/p/WikiConvFR22_learning

Connectez-vous, nous allons l'utiliser :)



Learning patterns

**Apprenons à nous connaître
avec un exercice de medium**



Learning patterns

1/ Quels projets avez-vous menés ?

Répondez dans le pad

https://notes.wikimedia.fr/p/WikiConvFR22_learning

Vous avez moins d'une (1) minute !



Learning patterns

1/ Quels projets avez-vous mené ?

Organiser un évènement physique

Former des nouveaux contributeurs

Contacteur des écoles, des musées, des bibliothèques, des archives, des espaces d'art

Participer à l'administration d'une association



Learning patterns

Notions de Gestion de projet

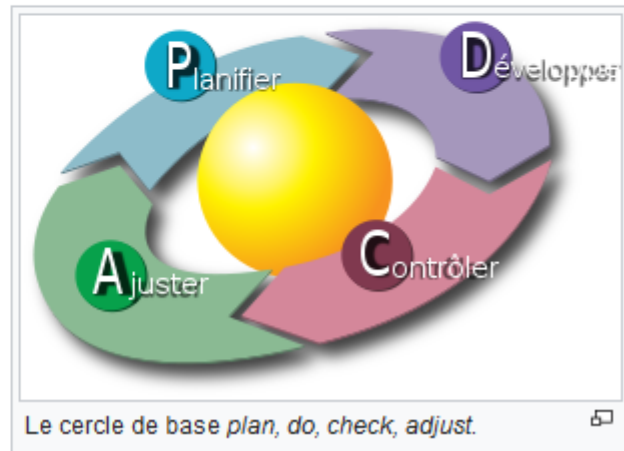
Roue de Deming

29 langues

Article Discussion

Lire Modifier Modifier le code En-tête Voir l'historique Plus

- Planifier le projet
- Développer le projet
- Contrôler le projet
- Ajuster le projet



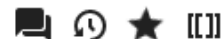
Michel Weinachter *derivative work: Michel.weinachter (d)
PDCA_Cycle.svg: Karn-b - Karn G. Bulsuk
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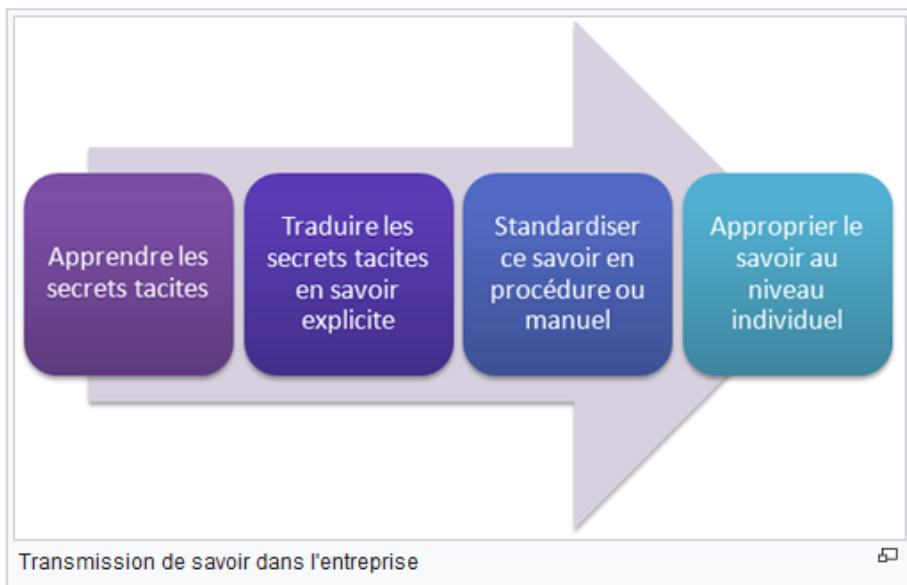
Learning patterns

Notions de Gestion de la connaissance

Gestion des connaissances



- Apprendre le tacite
- Expliciter le savoir
- **Standardiser le savoir**
- Apprendre le savoir





Learning patterns

2/ Vous êtes déjà allé sur Meta ?

Oui : lever la main



Learning patterns

3/ La visite a été utile ?

Oui : lever la main



Learning patterns

4/ La visite a été efficace ?

Oui : lever la main



Learning patterns

5/ Pourquoi êtes-vous allé sur Meta ?

Répondez dans le pad

https://notes.wikimedia.fr/p/WikiConvFR22_learning

Vous avez moins d'une (1) minute !



Learning patterns

Est-ce que vous avez appris...

...comment on remplit une demande *obsolète* du FDC

What problem does this solve? [[modifier](#) | [modifier le wikicode](#)]

In 2012, the WMF Board of Trustees with input from the Funds Dissemination Committee Advisory Group developed the Funds Dissemination Committee (FDC) process for distributing funding among Wikimedia Affiliates. This process is led by a committee of nine volunteers who meet twice annually to make decisions about Annual Plan Grant applications, and after the committee's recommendations are approved by the Board of Trustees, applicants are offered general support grants in the amounts defined by the committee. This process works best for organizations that already have resources (time, money, staff) to participate in a rigorous application process, that need large grant amounts, and to whom the autonomy and flexibility offered by general support grants is very important.

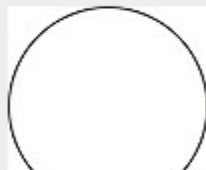
A learning pattern for **organizational**

Learning Pattern Library

How to apply for a Simple Annual Plan Grant

problem

Effective organizations and groups need funding for program expenses





Learning patterns

Est-ce que vous avez appris...

...comment organiser une **mauvaise** conférence ?



Quelle est la solution ?

S'y prendre trop tard – Un classique, mais on ne s'en lasse pas tellement il ouvre la porte à des problèmes graves. Quelques-uns de nos favoris :

- Accroître la pression des procédures de visa compliquées en n'ayant pas assez de temps pour accomplir toute la bureaucratie nécessaire. Courez le risque de réduire fortement le nombre de vos participants par tous ceux qui ne recevront pas leur visa.
- Enfin, vous pouvez utiliser tous vos plans B et C, car être en retard signifie que vos lieux et hôtels préférés ne sont probablement pas disponibles, ou que vous manquez de temps pour produire le matériel que vous vouliez (brochures, impression, etc.).
- It assists your decision making for the program, because your options concerning available speakers will boil down remarkably.
- Being late usually also helps to make your event more costly - for further ways to screw up your budget, please see below.

Bien ignorer les coûts cachés dans les votre budget – Certains aspects amusants à négliger (en particulier lorsque la ligne budgétaire pour les dépenses imprévues est trop juste ou inexistante) :

- Coûts liés au visa (frais de visa, traductions nécessaires, lettres recommandées pour le bout du monde, allers-retours des boursiers à l'ambassade)
- Frais de bouche de votre équipe et de vos bénévoles pendant l'événement
- Frais de transport (taxis, voitures de location etc. pour transporter votre équipement au lieu de la conférence)

S'aliéner vos participants – Ce que n'est pas parce-que vous leur organisez un événement que vous ne pouvez pas leur taper sur les nerfs au passage.

- Donnez-leur des indications fausses, incompréhensibles ou inexistantes pour se rendre à l'hôtel ou au lieu de la conférence
- Soyez insensible sur le plan culturel concernant les choix alimentaires (par exemple, ne pas proposer d'option végétarienne, halal ou kosher)
- Insérez des erreurs désopilantes dans leur nom et assurez-vous de ne pas avoir de badges supplémentaires pour en refaire un correct

pour l'organiser
conférence inté
comment s'ass
commettre)

problème

Tout se passe trop
bien ? Votre équipe
s'ennuie ? Vous êtes
le point d'organiser
internationale impe
d'inquiétude ! Voici
parmi lesquelles pic
libre d'utiliser, de pa

solution

Il suffit de suivre les
ce *learning pattern*
jamais à vous inquie
l'événement parfait.
erreurs qui vous se
sympas et stimulant
équipe !

créateur

• [Claudia Garad](#)

discuter



Learning patterns

Est-ce que vous avez appris...

...à trouver des
partenaires dans
les écoles 

What problem does this solve? [\[modifier \]](#) [\[modifier le wikicode \]](#)

You have a good idea about the [best program model](#) for your education program, but you do not know how to get educators involved. This learning pattern will help you determine who you need to talk to and the best way to approach them.

What is the solution? [\[modifier \]](#) [\[modifier le wikicode \]](#) [\[s'abonner \]](#)

Look for educators in your social or professional network.

- Many education program leaders have found the easiest way to conduct outreach to educators is to speak directly with people they already know, or can be introduced to.
- Consider contacting past professors, lecturers or teachers who you think might be interested in trying something new.
- Ask your local Wikimedia board (if you have one), volunteers, friends and family if they know professors, teachers, librarians or other educational staff who you can be introduced to.
- Check if any of the GLAMs you have partnerships with have relationships with educators or academic institutions.
- Contact staff in teaching and learning centers. Many universities have departments with staff trained to assist professors on various ways of enhancing student learning. These centers, for example, help create class blogs or manage the Blackboard or Moodle systems. They may also have staff willing to be trained in how to use Wikipedia as a teaching tool, who can then recruit instructors who might be interested.

Target outreach to educators who are likely to work with you.

- An educator who can make independent decisions about coursework for students.
- An educator who is comfortable with technology and enjoys learning or trying new things.
- Several program leaders have reported that working with private schools is a good way to start an education program because educators and administrators have more control over what they will teach.
- Schools that require students to complete volunteer, social service or internship hours.

Learning Pattern Lib

Outreach to educators

problem

You want to start an education program and are not sure how to find educators to collaborate with.

solution

Focus on one-on-one conversations with educators that you know or can be introduced to.

creator

- [KHarold \(WMF\)](#)

[discuss](#)

created on 00:28, 12 December 2014 (UTC)

sta



Learning patterns

Est-ce que vous avez appris...

...les rôles d'un Bureau Exécutif

Conseil d'administration
Comité
Board

Things to consider [\[modifier \]](#) [modifier le wikicode \]](#)

- Even smaller boards may benefit from documenting responsibilities clearly in one central location.
- As an organization grows and changes, responsibilities may need to be updated. For example, a governance board will have different roles and responsibilities from a working board.
- It is important that all current board members agree on these responsibilities before they are finalized. Documenting board roles and responsibilities is a good exercise for making sure that all board members understand and agree upon these roles.
- This document may be used to orient new or prospective board members to their roles.
- Having a good list of roles and responsibilities will assist your organization in making a plan to recruit the right board members.
- Roles and responsibilities will probably be distinct from the general responsibilities included in your organization's bylaws. More detail will be included, and these roles and responsibilities may be amended more easily than your organization's bylaws.
- You may include roles and responsibilities in your board handbook, or other board documentation.
- Along with the responsibilities of individual board members, you may wish to document the responsibilities of key office holders.

Examples of board responsibilities [\[modifier \]](#) [modifier le wikicode \]](#)

Depending on what type of organization you are leading, your board may be responsible for some of the following duties:

- Define your organization's mission.
- Lead your organization's strategy planning.
- Lead your organization's annual planning.
- Ensure that adequate governance procedures are in place.
- Ensure that your organization's activities fit within your strategy and mission.
- Conduct periodic reviews of your organization's performance against your long term strategic plan.
- Conduct annual reviews of your organization's performance

A learning pattern for **organizational**

Learning Pattern Library

Board roles

problem

To function well, a board needs to understand what they are



responsible for doing for the organization, and individual members and key office holders should also understand their roles. If these are not documented in a central location, roles may not be clear, or members may disagree about who is responsible for what. If board members do not agree on responsibilities, important tasks may be neglected and conflicts may arise.

solution

Create documentation describing what your board is responsible for doing for your organization, as well as the responsibilities of individual board members or key office holders.

creator

- Wolliff (WMF)

[discuss](#)

[endorse](#)



Learning patterns/Learning from patterns

[Ajouter des langues](#) ▾

Page [Discussion](#)

[Lire](#) [Modifier](#) [Modifier le wikicode](#) [Voir l'historique](#) [Plus](#) ▾

[< Learning patterns](#)



Cette page en quelques mots : This page provides a detailed description and rationale for learning patterns: a format for sharing advice, important considerations, and key lessons relating to movement-aligned activities. The page itself is written as a [design pattern](#). For a concise description and examples, see [the pattern library](#) in the Evaluation Portal.

What problem does this solve? [\[modifier | modifier le wikicode \]](#)

In order to demonstrate that our activities have impact, to fail better, and further [our mission](#), we need to make it easier for people to document, find, and use information about effective and ineffective strategies for [performing mission-aligned activities](#).

The kinds of activities Wikimediaians pursue, and that the Wikimedia Foundation supports through grants, are nearly as diverse as the Wikimedia movement itself. From volunteer collaborations, to grant-funded projects, to established programs and the efforts of [movement partners](#), we currently support a wide variety of online and offline activities aimed at supporting [our projects](#) and achieving our [strategic goals](#)--increasing participation and reach, improving quality, stabilizing infrastructure and encouraging innovation.

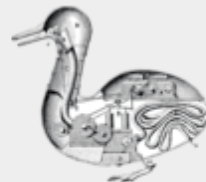


Learning Pattern Library

Learning patterns by [Jtmorgan](#)

problem

We need to make it easier for people to capture and share what they learn when they perform mission-aligned activities.



solution

Encourage movement partners to capture important lessons in "learning patterns" --



Learning patterns

Notions de Gestion de la connaissance

- Données
- Informations
- Connaissance
- Source primaire
- Source secondaire
- Méta-analyse
- Connaissance



Learning patterns

Méthode d'apprentissage

- Lire des learning pattern



Learning patterns

Méthode d'apprentissage

- Lire des learning pattern ensemble
- Suivre des formations à partir de learning pattern
- Streamer la lecture de learning pattern



Learning patterns

Limites

- Témoignages = sources primaires
- Savoir-vivre
- Obsolescence
- Classification lacunaire
- Beaucoup sont écrites en anglais
- Écrire des synthèses
- Ranger
- Traduire



Learning patterns

Questions ?

- Que faites-vous à la fin des projets ?

Écrire des learning patterns !

- Que faites-vous avant le début d'un projet ?

Lire des learning patterns !



Learning patterns

Merci pour votre attention

Questions ?