### **Leadership Orientation**

**Program Capacity & Learning** 

### Goals for this session

- Learn big picture: How we can support program capacity & learning toward community leadership development
- Learn about resources: How our team can provide support to leaders
- Engage in conversation: How together we can identify what "leadership" and "community leadership development" look like for our movement

### This session will inform:

- Input to our annual plan finalization
- Help us to set priorities for the design of future sessions
- Begin development of a working group for future cooperations

# **Program Capacity?**

# Learning?

### **Affiliates + Programs = Contributors & Content**

We are nearly 100 affiliates and growing!

Attracting tens of thousands of contributors each year

Directing efforts to create and improve hundreds of thousand articles

Adding diverse content and quality references

### Program and Learning Infrastructure



Bridges and Tools to Help Community Knowledge Spread



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# Community Leadership Development

Enabling community
leaders to transform
their knowledge into
enduring value for the
movement



### Vision for Community Leadership Development

- To support program and community learning in a sustainable way.
- To invest in our existing community leaders.
- To support community leaders in mentoring others and in sharing best practices for growing our communities.
- To develop a shared vision and pathways for leadership development in our movement.

Programme and Articles of the especially Wikipedia Education Programs, The Wikipedia Library,

Learning Infrastructure Supporting learning and sharing tools for connecting community leaders for capacity development.

Education Collaborative Builds leadership, encourages collaboration and peer-to-peer mentorship, and engender trust

among education program lead-

Supporting programs,

and the initiatives of GLAM.

**Programs & Events Dashboard** 

Software tailored for program leaders to manage and track programs and participants across Wikimedia projects.

#### **GLAM Wiki** Consultation

Coordination and documentation support for curation of best practices, support of GLAM Communities tools, resources and technical consultations

#### Wikimedia **Resource Center**

A single point of entry where community program leaders can find the information they need on how to run programs, polish outreach, and distill learning; connect with each other and with WMF staff.

#### AffCom & **Affiliate Partnerships**

This process will focus on building increased communication, trust, transparency and collaboration among Wikimedia Affiliates and the Wikimedia Foundation, This includes staff support for AffCom.

#### Academy

Recruitment and training of regional volunteers to provide one-on-one support of leaders.

#### Learning & Evaluation Consultation

Maintain mentoring and consultation support for learning and evaluation

Supporting broad community leadership development as well as knowledge sharing about community engagement

Leadership development

# Getting started...

How many of you are comfortable calling yourself a leader?

## Discussion Questions

In what ways have *you* seen leadership demonstrated in our movement?

What leadership qualities do *you* feel are most important to support?

- What, if any, challenges are there with...
- (a) being recognized/supported as a leader or
- (b) recognizing/supporting leaders in *your* community?

How do we want to pursue next steps?

# Session Evaluation

- 1. What did you like best about this session?
- 2. What would you suggest for improving next time?
- 3. One action step you plan to pursue to develop as a leader in the next 30 days.

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