

# Community Leadership Development Dialogue

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Wikimedia is inherently leadership oriented. This poster presents the high-level themes from the Leadership Development Dialogue in 2016, which consisted of five conversations involving 100 participants (21 staff and 79 community members). The poster also discusses potential strategies for collaborating to support more opportunities for peer-to-peer mentoring, and transparency around pathways for leadership development.

## Who should we support?

For every leader one might identify, there are dozens within the Wikimedia movement who might also step up to lead, if given access to the right resources and encouragement.

We should support:

- **People with Responsibility** - Functionaries & People who fill gaps
- **On-wiki Curators** - People who judge featured articles & Article deletion groups
- **People Who Drive Collaboration** - Coordinators & Community Organizers
- **Mentors and Change Makers** - People who inspire & People who listen to others

## How should we refer to Wikimedia Community Leaders?

We call community members who guide their communities and mentor their fellow Wikimedians “leaders”, but the word “leader” does not always translate well between languages and cultures. A second aim of this consultation was to gain broader input on the language we use to talk about “leaders”, and to better understand what makes a leader in the Wikimedia movement.

As a result of the consultation, it was voted that the following are good alternatives for the word “leader”:

- Wiki Leaders
- Wiki Organizers
- Wikimedia Coordinators
- Wikimedia Organizers
- Wikimedia Mentors

## What Skills Should Be Developed?

Individuals that have some, but not all, of the adequate skills for leadership would benefit from more access to training. Further, it would benefit folks to better understand how to engage in mentoring, guidance, and/or leadership development in the Wikimedia movement. There are many traits that can help individuals and communities cultivate more inclusive environments online and offline. There are traits that help individuals empower fellow Wikimedians to achieve more. In addition, there are practical skills needed to sustain leadership roles as well as skills and tools for engaging new people into the movement. Finally, there are traits leaders need to that will help individuals and communities maintain a spirit of cooperation and collaboration, while avoiding over concentration of authority of power.

We have grouped these traits and skills into six main themes:

- **How to be Collaborative** - Distributing responsibility & Facilitating consensus
- **Maintaining Positive Mentality** - Boldness & Commitment
- **How to Teach and Inspire** - Mentoring & Peer encouragement
- **Project Management** - Project Coordination & Community Organizing
- **People Skills** - Conscientiousness & Communication
- **Staying True to Our Values** - Constructive & Appreciation

## What skills are important for you in the work you lead?

## How Should We Support the Leadership Development?

The Wikimedia Movement is formed by volunteers that boldly step up and help other fellow Wikimedians succeed in our educational mission. Almost every contributor has an opportunity to share something they know about contributing to the wikis or leading activities. Through leadership development, experienced individuals become models for others and mentor newcomers to participate in Wikimedia projects, and to continue to grow communities.

To support the leadership development, we can:

### 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



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### Expand Online Opportunities and 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

## Next Steps

We have already been applying what we have heard in these conversations to our Learning Days co-design process. We plan to continue to apply lessons learned as we design for and build out other resources for peer learning exchange and community leadership development opportunities.

You can play a part by getting involved in the newest phase of the Wikimedia Resource Center. By sharing your resource, help contribute to future planning, design, or user testing. You can also reach out to suggest other ways Learning & Evaluation team might better support infrastructure for peer leadership development.

As with any dialogue, conversation is never closed, please be sure to keep sharing your ideas as we work to solve our challenges together!



Keep the learning gears turning!

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