

# Participatory management

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# Participatory management

What is this about?

Your role, as a board member, is to design the relationships that the stakeholders of your organization engage in together.

# FAQs

Why would people join our chapter?

How would we motivate GLAMs to participate in our programme?

Why does nobody want to join our board?

# What is a stakeholder?

Any entity that interacts with your organization.

Often thought as outsiders.

But also the insiders!

# Stakeholders

# Group assignment #1

Identifying stakeholders

# Think

5 minutes  
Individually

Think of as many stakeholder categories as you can.

Be specific.

Write them down on post-its.

# Merge

10 minutes  
Groups of four

Merge your thoughts.

Identify 4 to 6 broader categories.

Name the top motivation for each stakeholder category to collaborate with our movement.

Name one speaker for the group.

# Share

10 minutes  
Altogether

Turn by turn, pin your categories to the board and present them to the group.

# Engagement

# Group assignment #2

Matching motivations and expectations

# Group discussion

4 people per group  
each one in turn  
15 minutes each max.

Think of the activities that are set up by your organization and pick a characteristic one. Identify the stakeholders, and then the interactions between them. How did you define these interactions? How do you evaluate the performance of the activity? Are stakeholders expectations and motivations implemented?

Write down a matrix with the stakeholders. In each cell, write down the expected interactions and their KPIs. Was a charter defined for each of these interactions? Who designed it?

Write down another matrix with stakeholder expectations. Is every expectation met?

# Wrap-up

# What you need to do

- Identify your stakeholders:
  - motivations;
  - expectations.
- Design the interactions between them.
- Evaluate the performance of interactions.

## When?

- Strategic planning is a good timeframe to identify common organization stakeholders categories.
- Design should happen before any activity begins.
- Evaluation must not be an afterthought.

# How?

- Define ready-to-use templates:
  - recurring, standard activities.
- Organize workshop with key people:
  - use third-party facilitators;
  - think out of the box.

# Examples