

# OLF project post-mortem

Prompts for reflection & improvement

## Background

[Open leadership](#) is a set of principles, practices, and skills people can use to mobilize their communities to solve shared problems and achieve shared goals.

Open leaders design, build, and empower projects and communities for understanding, sharing, and participation and inclusion.

This project post-mortem is meant to help you discover how well your design enacted the principles, practices, and skills of open leadership. By evaluating the successes and failures of a recently completed project, you begin planning and improving the next one.

Completing this post-mortem will help you repeat and iterate on the parts of your open leadership practice that best serve your community. It will also help you identify and either fix or stop practices that make parts of your work seem closed, exclusive, or unfriendly.

## Story

### Kellie, the computer science grad student

#### Before

Kellie is a grad student in computer science with a passion for using government data for public good. One of her professors recommends participating in Mozilla's Open Leaders program. She joins the next cohort with a project meant to compare and contrast infrastructure projects in industrial and residential areas of her home state. While Kellie has designed and built out several data collection projects on her own using tools like GitHub, she hasn't worked on a project with contributors before, and she'd like this project to involve citizens, civil servants, and peers working to collect and analyze similar data. She uses her time in the cohort to solicit ideas about designing and building her project to empower others to contribute and then replicate the project.

#### Use-case

At the end of her cohort, Kellie uses the project post-mortem to assess how well her project aligned with the principles, practices, and skills of the Open Leadership Framework. She discovers that her project did a great job of networking and empowering the contributors she recruited to maintain this work even after her cohort is over.

## After

Kellie returns to the Open Leaders program as a mentor and expert in the next round, coaching a small group of new participants and consulting with other project leads who are working with open data. Reflecting on her project and experiences as an Open Leaders mentor and expert, Kellie also publishes a blog post called "10 Ways to Empower Citizens to Own Civic Data" that becomes part of the open leadership curriculum shared by Mozilla.

## How to use this post-mortem

Review each prompt below. Respond as thoroughly as you can to each one in a way that makes sense and seems most comfortable to you. For example, you might dictate, discuss, type or write your answers. However you choose to record your responses is fine.

You might complete this post-mortem alone or with a group of project leads. You might include contributors and users. You might share it publicly through a blog post or community call.

The big idea is to reflect on the successes and challenges you met while enacting the principles, practices, and skills of open leadership on the project. Once you have a sense of what worked and what needs to change, you can improve your next project and open leadership practice.

Your reflection on this project is your first step in planning the next one.

## Design

How did storytelling impact the project?

How did contributors and users engage with you and the project? Which interactions were most valuable or fulfilling? Which were least?

What kind of group identity formed around the project? How did it form?

## Build

How did delegation and mentorship impact the project?

How well did the project community follow its participation guidelines or code of conduct? What were its successes and failures?

How well did the project inspire high-quality contributions? Adaptation or re-use?

## Empower

How did you maintain your pieces of the project like its vision and purpose and your own self-care?

--

How well were you able to protect the emotional, mental, and physical safety of your community? Which successes and challenges seem most important to remember?
--

--

Were you able to engage, acknowledge, and promote a diverse set of contributors and empower them to lead and learn in the project?
--

--

## Next steps

First, acknowledge all of your successes. Remind yourself of the decisions you made and the systems you created to design, build, and empower your project and its contributors so well for understanding, sharing, and participation and inclusion. How can you maintain these parts of your open leadership practice across projects? How can you document and share what's working best? You might also consider sharing your successes as a mentor for Mozilla's [Open Leaders](#) program or as a project coach for the [Global Sprint](#).

After that, identify 2-3 challenges you'd like to address in your next project. These don't have to be areas of weakness - just things you would like to improve in your next project. What's not working yet? What leaves you dissatisfied about your project or open leadership practice? What do you want to learn? If you have questions about how to improve your practice or where to go for help, consider joining our [Open Leaders](#) program as a mentee or bring your project to the [Global Sprint](#) for coaching. You might also visit our self-paced online curriculum at [Open Leadership 101](#) or the [Open Leadership Training Series](#).

## Stay connected

Questions or feedback about how to improve this self-assessment? Email the Open Leadership & Events (OLE) team at [leadopen@mozillafoundation.org](mailto:leadopen@mozillafoundation.org).

You can also participate in any of these open leadership offerings from Mozilla:

- [Fellowships](#)
- [Global Sprint](#)
- [Internet Health Report](#)
- [MozFest](#)
- [Open Leaders](#)
- [Open Leadership 101](#)
- [Open Leadership Training Series](#)

Thank you for your leadership! We look forward to hearing from you.

## License

CC-BY 4.0 by Mozilla  
Last updated 3/23/18