



A guidebook for open source community
management best practices, written by
practitioners of all levels

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Fluid Mentoring

Peer-to-peer informal
cross-mentoring

Karsten Wade, Principal Community Architect
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Our agenda today?



1. Self introduction
2. What is “mentorship”?
3. What is “peer-to-peer informal cross-mentoring”?
4. How does it work?
5. Why is it effective?
6. What might you do?
 - *Openly recognize it*
 - *Reward yourself and others for it*
 - *Promote it as complementary with formal mentoring*
 - *Join a mentoring program*
 - *Read, write, and educate about mentoring*



What is mentorship?

"Mentorship is an act, experience, and opportunity to share what you can, when you can, how you can."

- Mentorship Guide



Mentorship Guide Read Contribute



Mentorship should be accessible to all

Strategies, resources, and support for mentors and mentees

Read the Guide



Are you a mentor?

Learn strategies and resources. Read advice from other mentors. Share your knowledge. Help make our community more inclusive, collaborative, and innovative.



Are you a mentee?

How do you find mentors? What do you ask and talk about? Read advice from other mentees.



Looking to get started?

Mentorship should be accessible to all. Why is it important? Why should you care? How do you get started as a mentor or mentee?

Mentorship is an act, experience, and opportunity to share what you can, when you can, how you can.

Sources and inspiration

Drawing some of this from "Creating a Culture of Mentorship"

https://www.theopensourceway.org/the_open_source_way-guidebook-2.0.html#_creating_a_culture_of_mentorship

<https://mentorship.guide/>



What is “peer-to-peer informal cross-mentoring” anyway?

- Recognizing what already exists
- “Intent / intention”
- More than a helping hand, it’s a type of hand-up
- Self-awareness of mentoring relationship
 - On both sides, but
 - Can also be perceived by fewer
 - ... but it’s still mentoring

How does it work?



- Recognizing what already exists
- “Intent / intention”
- More than a helping hand, it’s a type of hand-up
- Self-awareness of mentoring relationship
 - On both sides, but
 - Can also be perceived by fewer
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Why is it effective to recognize informal mentoring?

- Gives permission to slow down, be present with each other.
- Gives permission to ask help and mentor each other.
- Recognition creates shared appreciation and mutual appreciation as part of a feedback loop.
- Empower cross-mentoring from/to all levels of experience.

What might you do?

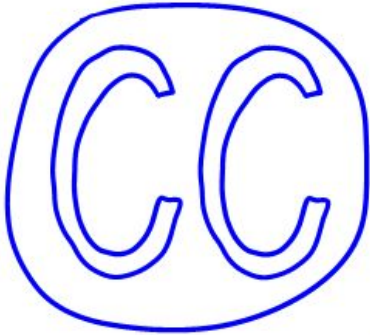


- Openly recognize and share your mentoring experiences.
- Promote informal mentoring as complementary to formal
- Join a formal mentoring program, if you like.
- Participate upstream at Mentorship Guide and the Open Source Way.

Questions?



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Thanks for the walk!

<https://theopensourceway.org>

<https://github.com/theopensourceway/guidebook>

<https://lists.theopensourceway.org/> (discussion fora)

https://www.theopensourceway.org/presentations/Community_management_guidebook-The_Open_Source_Way_2.0-OSP_OCon-27_Sep_2021.pdf

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