

# Mentorship within the team and beyond

*Improving community participation*

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how does  
**mentorship**  
help the  
**team**

*Let us take an example*

# Assignment to a team



- This team might or might not be a scoped initiative team for a project
- Assume that this is a team that you would be with for a long while
- If you are relatively new to the team
  - Assume that you are a **potential mentee**

Else,

- Assume that you are a **potential mentor**

# *Chances are* **You would be faced by**



- Team mates with difference of skill levels required for the work
- Team mates with varied knowledge of project toolings and workflows
- Team mates having unlike opinions about where the project should go
- Team mates with distinct understanding of the project background

# *Makes it opportune* Mentoring folks about



## - **ABILITIES**

Be it programming services or designing artworks - People can be made **capable** to participate

## - **KNOWLEDGE**

Be it writing Python code or designing in Penpot - People can be made **competent** to involve

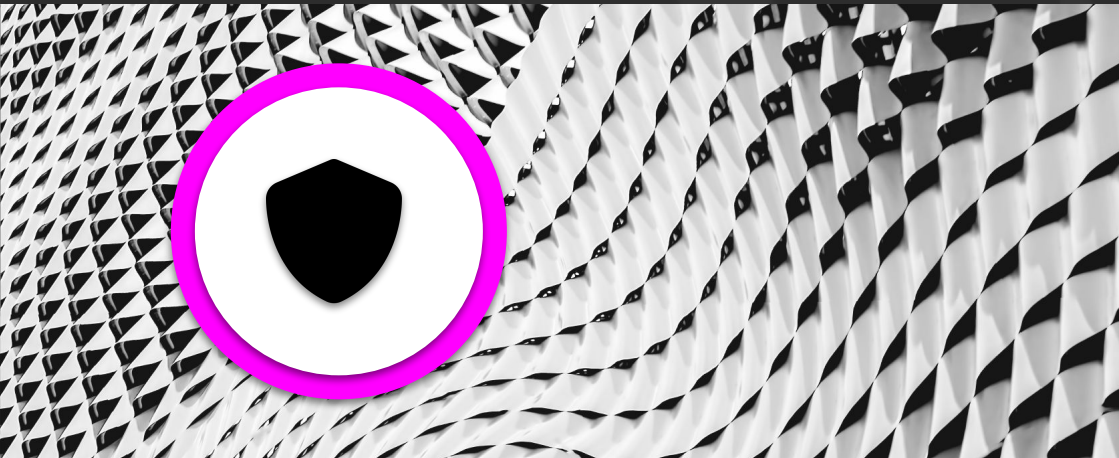
## - **IDEAS**

Be it by drawing charts or by scribbling notes - People can be made **creative** to think differently

## - **CONTEXT**

Be it by learning the codebase or by knowing the team - People can be made **informed** to decide

# *What does growth mean?* **In Abilities**



- Lesser dependence on that one person to do most of the things
- Faster resolution of assigned tasks in a very effective manner
- Greater number of assigned tasks taken up and resolved in time
- **And?**

**CORRECT ANSWERS TO  
BE WRITTEN HERE**



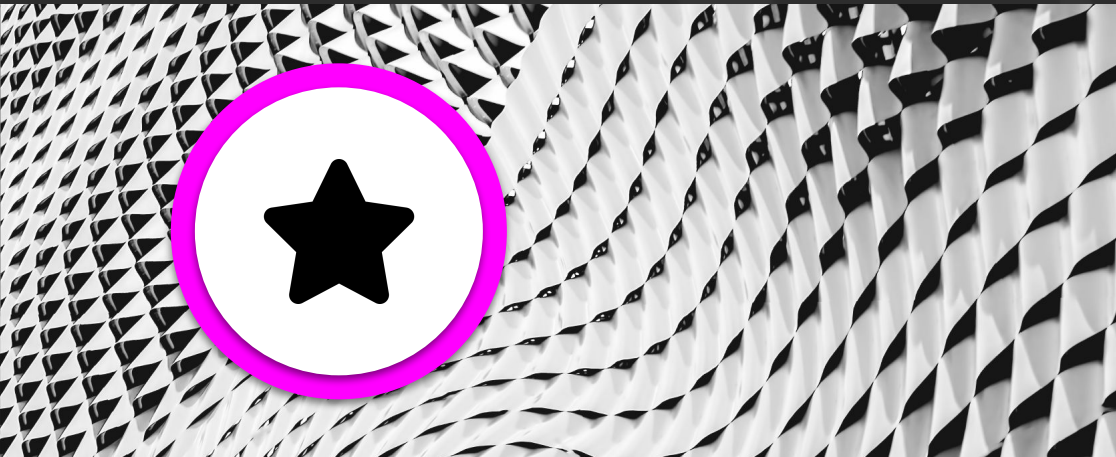
# *What does growth mean?* **In Knowledge**



- Lesser time spent on reading through project documentations
- Quicker resolution of assigned tasks as knowledge is present
- Greater number of SMEs\* within the team and the community
- **And?**

**CORRECT ANSWERS TO  
BE WRITTEN HERE**

# *What does growth mean?* **In Ideas**



- Greater amount of creativity that brings the community forward
- More ingenuity taken by team members to drive a process through
- Wider openness to community involvement in the team projects
- **And?**

**CORRECT ANSWERS TO  
BE WRITTEN HERE**



# *What does growth mean?* **In Context**



- Greater structure involved in proposed ideas for implementation
- Extensive understanding as to why or why not something happens
- Improved sense of belonging within the team and the community
- **And?**

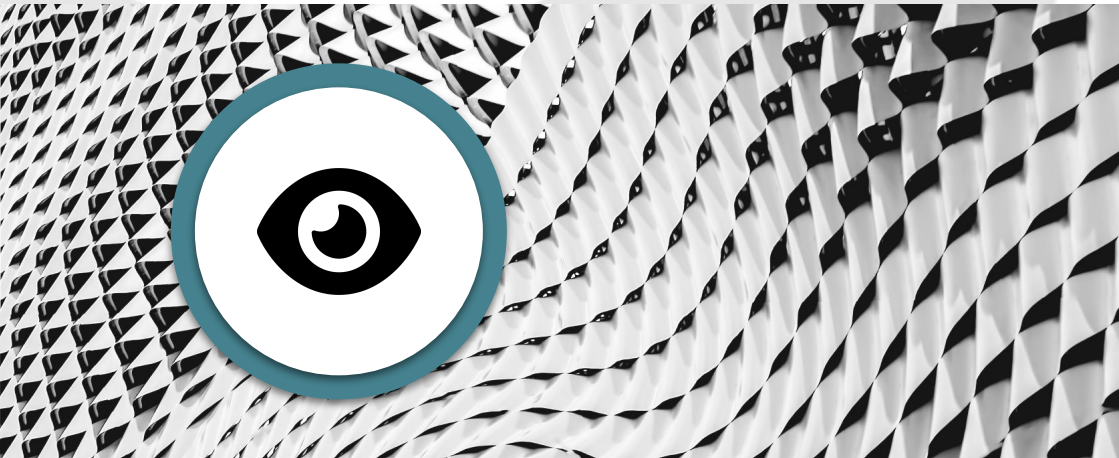
**CORRECT ANSWERS TO  
BE WRITTEN HERE**

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how does  
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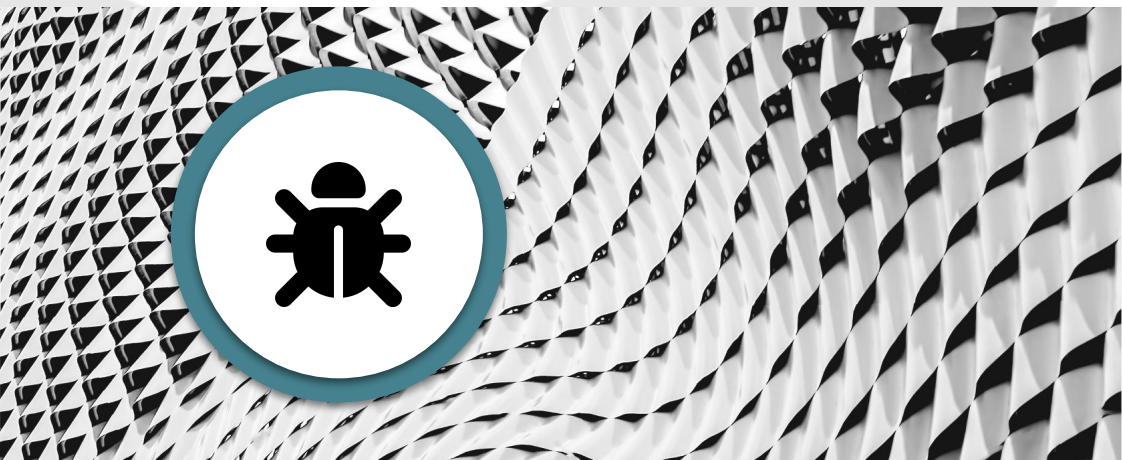
*Let us take an example*

# Newbie in the community



- They are probably a present user of Fedora Workstation 37
- Assume that they have a little bit of skill about almost everything
- Being a valued member of the community, you want to be of help
- How would you address the situation and help them get started?

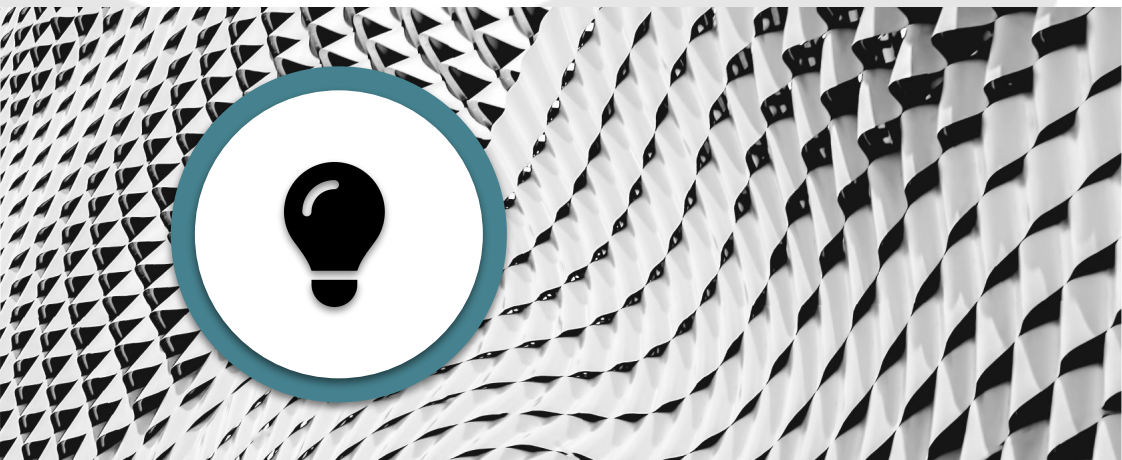
# *Chances are* **They would be faced by**



- Confusions regarding where they would want to start contributing from
- Complexes about not knowing much as compared to others
- Meeting up with people whom they did not know previously for tasks
- Understanding bounds like timezones, teams, accounts etc.

*Makes it opportune*

# Mentoring folks about



## - ONBOARDING

GOAL

Start with what you like the most  
and then move on to challenges

## - ADAPTABILITY

GOAL

Interact with skilled members them  
to learn more and be like them

## - SOCIALIZING

GOAL

Open up to people who are just like  
you and share your interests

## - REGULATIONS

GOAL

Understand what should not be  
done and why that is the case

fedora project

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community objective

**everyone is a  
mentor and has  
a mentor**



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let us now do a

# team activity

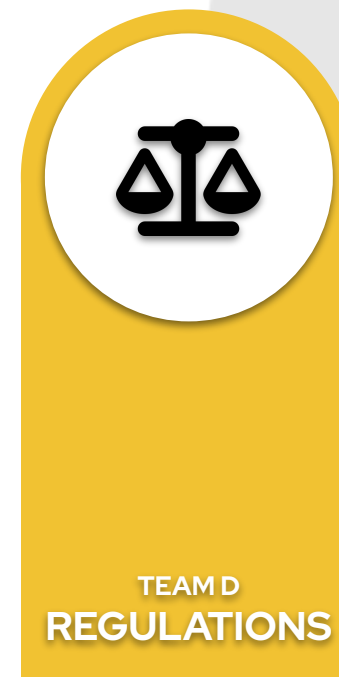
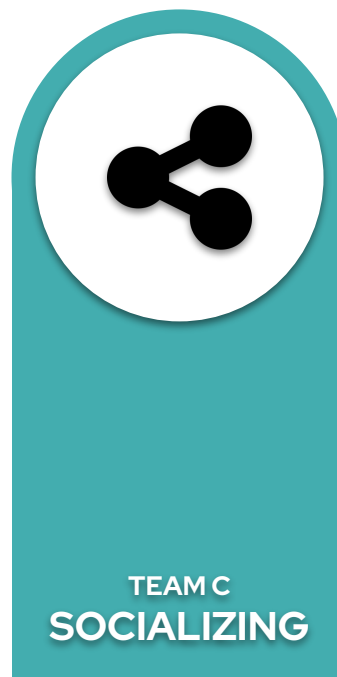
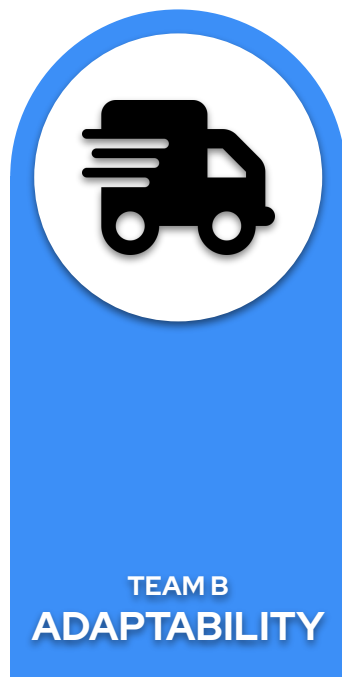
to practice

# mentorship

## TASK #1

# Divided we stand

10 min = 2 min explanation + 3 min assignment + 5 min rearrangement

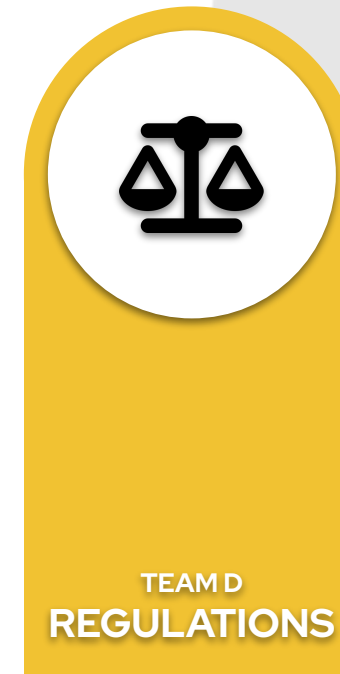
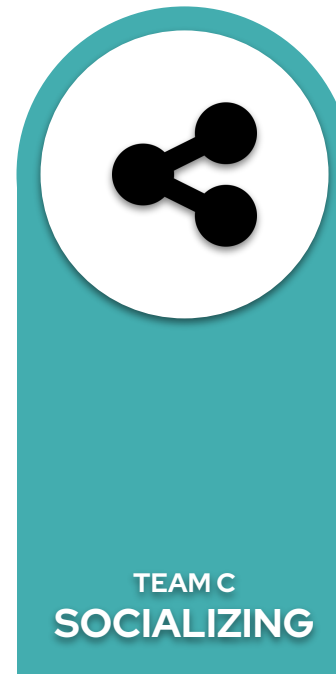
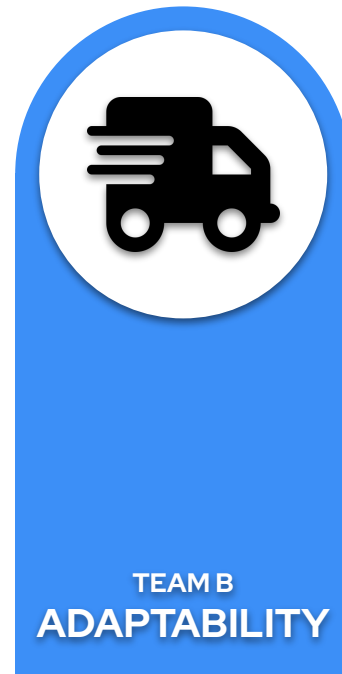


- Members who are not a part of the CPE team can **help as JUDGES**
- Fedora Community Architect can **help as a FACILITATOR**
- Any four people can volunteer **to be TEAM CAPTAINS**
- They can spend the next 5 minutes to **their TEAM MEMBERS**

## TASK #2

# Discuss and answer

*20 min = 8 min for discussing + 3 min x 4 each for answering*



Why is mentorship considered important?

- **Team A**  
While introducing a new member to a project team or the community
- **Team B**  
While the newcomers learn and adapt to the tooling and workflows
- **Team C**  
While connecting with other members and making friends
- **Team D**  
While working under and following the laid down code of conduct


## TASK #3

# Enact an interaction

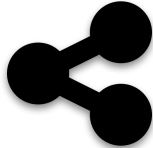
*20 min = 8 min for discussing + 3 min x 4 each for enacting*




TEAM A  
ONBOARDING



TEAM B  
ADAPTABILITY



TEAM C  
SOCIALIZING



TEAM D  
REGULATIONS

Enact a mentor-mentee interaction in case of

- **Team A**  
MENTOR - Onboarding members  
MENTEE - Giving introduction
- **Team B**  
MENTOR - Teaching a process  
MENTEE - Inquiring about one
- **Team C**  
MENTOR - Meeting people in event  
MENTEE - Meeting people in event
- **Team D**  
MENTOR - Correcting behaviour  
MENTEE - Accepting correction

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I get it

**mentorship ftw**

but

**who wins here?**

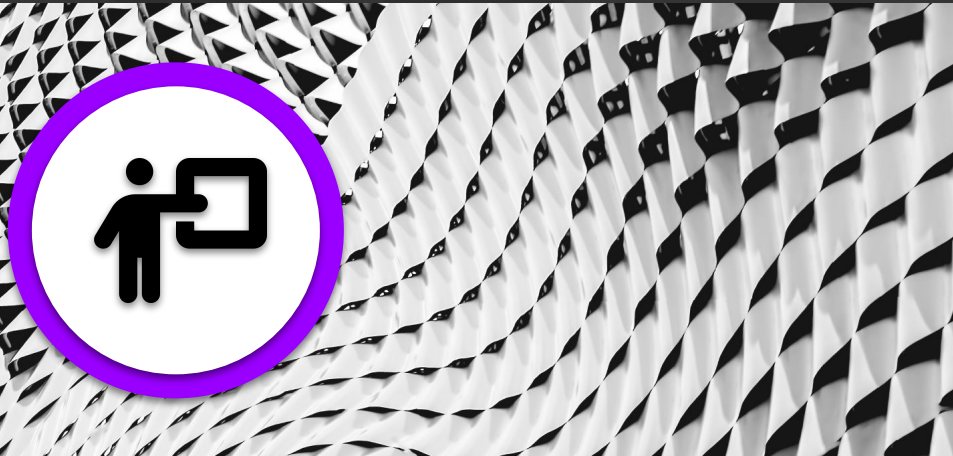
# *First of all* **Mentees win!**



- **Develops** a new skill/competency or improve an existing one
- **Boosts** their confidence in their ability to complete a task at hand
- **Gives** them a practice of receiving feedback and acting upon it
- **Expands** their network of contacts for potential opportunities
- **Provides** an understanding of the community culture
- **Improves** their communication skills and interpersonal qualities



# *Second of all* **Mentors win!**



- **Strengthens** their active listening skills and overall interactivity
- **Improves** the sense of self-worth by actively sharing knowledge
- **Provides** for a medium to give back to the community members
- **Achieves** a sense of fulfillment by teaching and educating
- **Provides** an added sense of responsibility in their career
- **Improves** their relationship building and interpersonal qualities

# *And finally* **Community wins!**




- **Improves** set of maintainers for the community projects
- **Establish** community leadership processes and workflows to follow
- **Fosters** retention of contributors for a long time in a community
- **Reduces** potential costs to be spent on external-facing trainings
- **Harnesses** the potential of natural leadership among contributors
- **Improves** the bonding and relationship between the members

# Thank you

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