

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

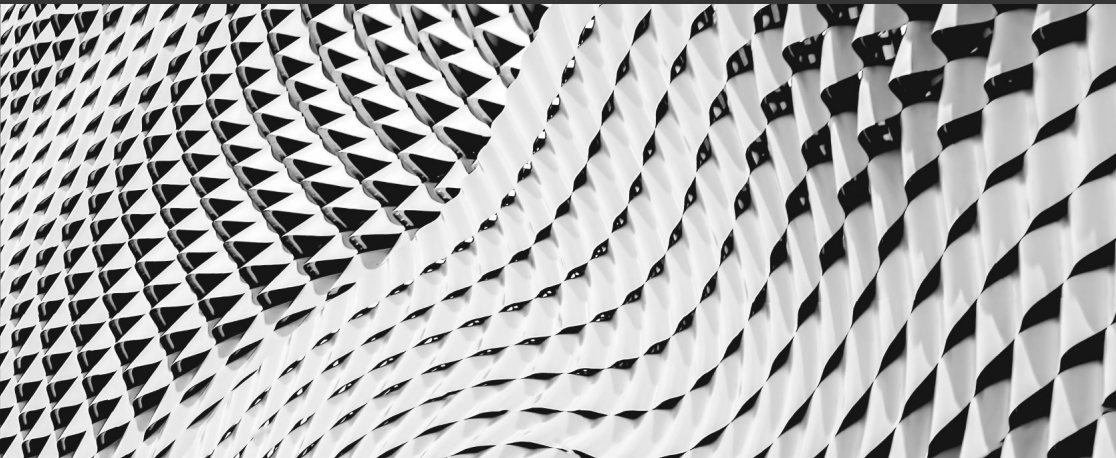
- **IDEAS**

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**

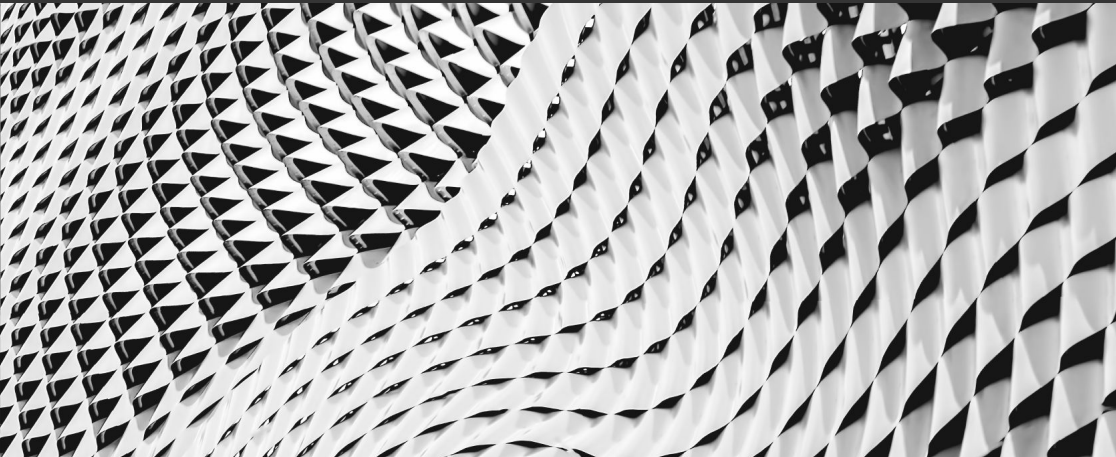
What does growth mean? **In Knowledge**



- 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**

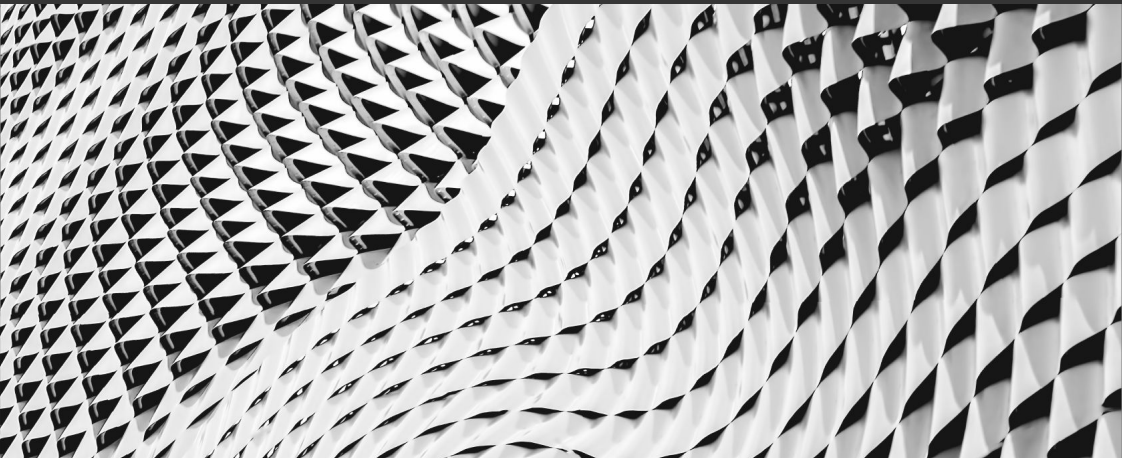
What does growth mean? **In Ideas**



- 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**



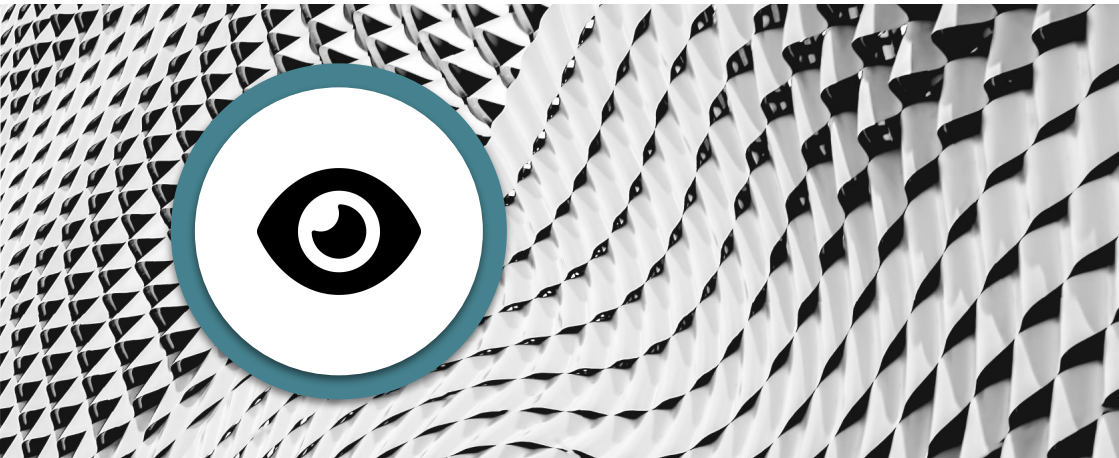
- Greater structure involved in proposed ideas for implementation
- Extensive understanding as to why or why not something happens
- Improved sense of belonging within the team and the community
- **And?**

**CORRECT ANSWERS TO
BE WRITTEN HERE**

how does
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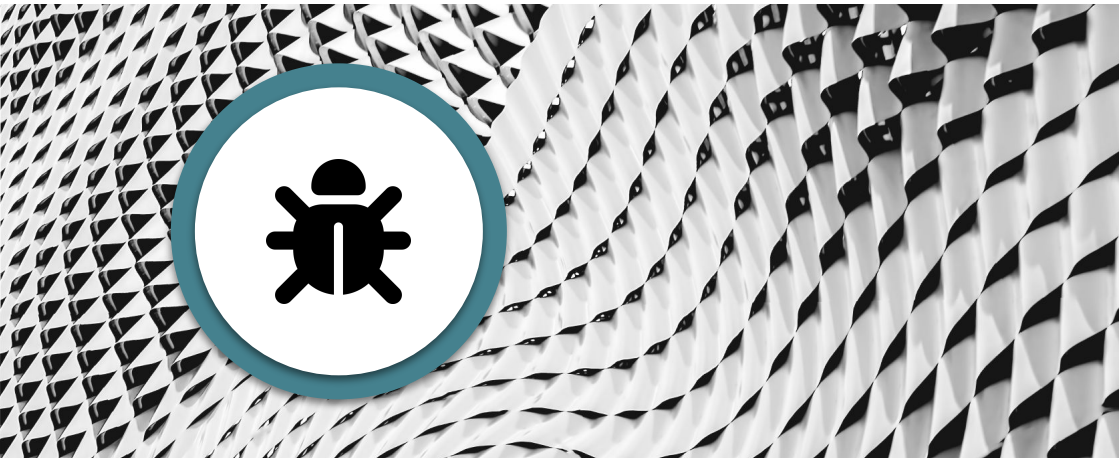
Let us take an example

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?

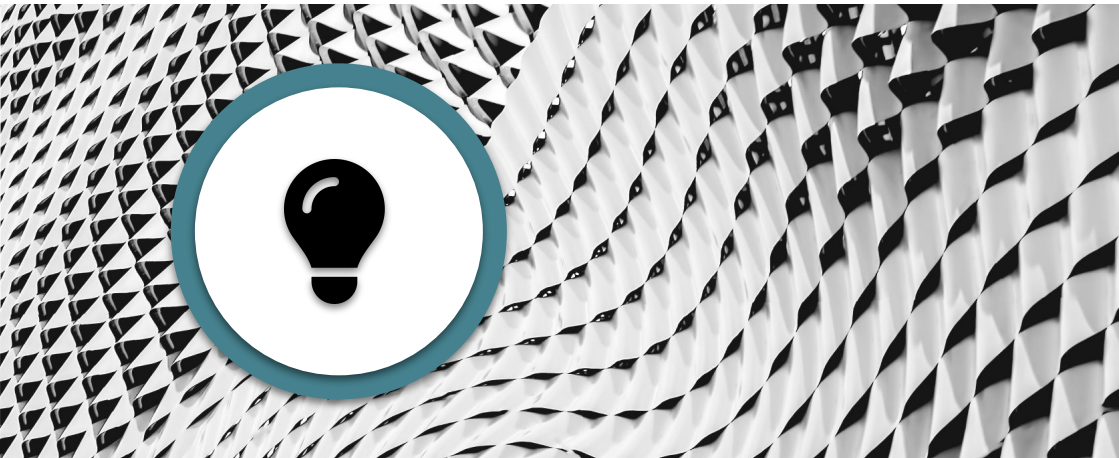
Chances are **They would be faced by**



- 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 then 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

let us now do a

team activity

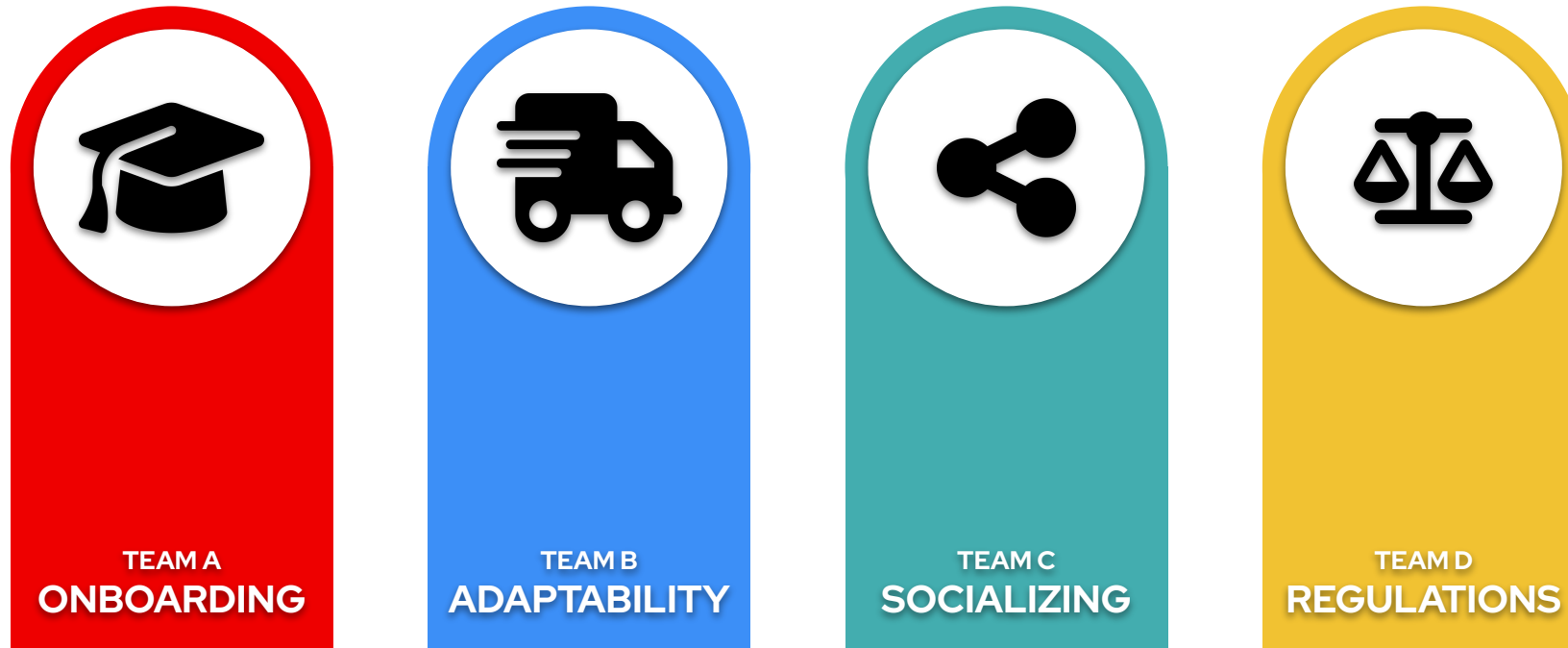
to practice

mentorship

TASK #1

Divided we stand

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

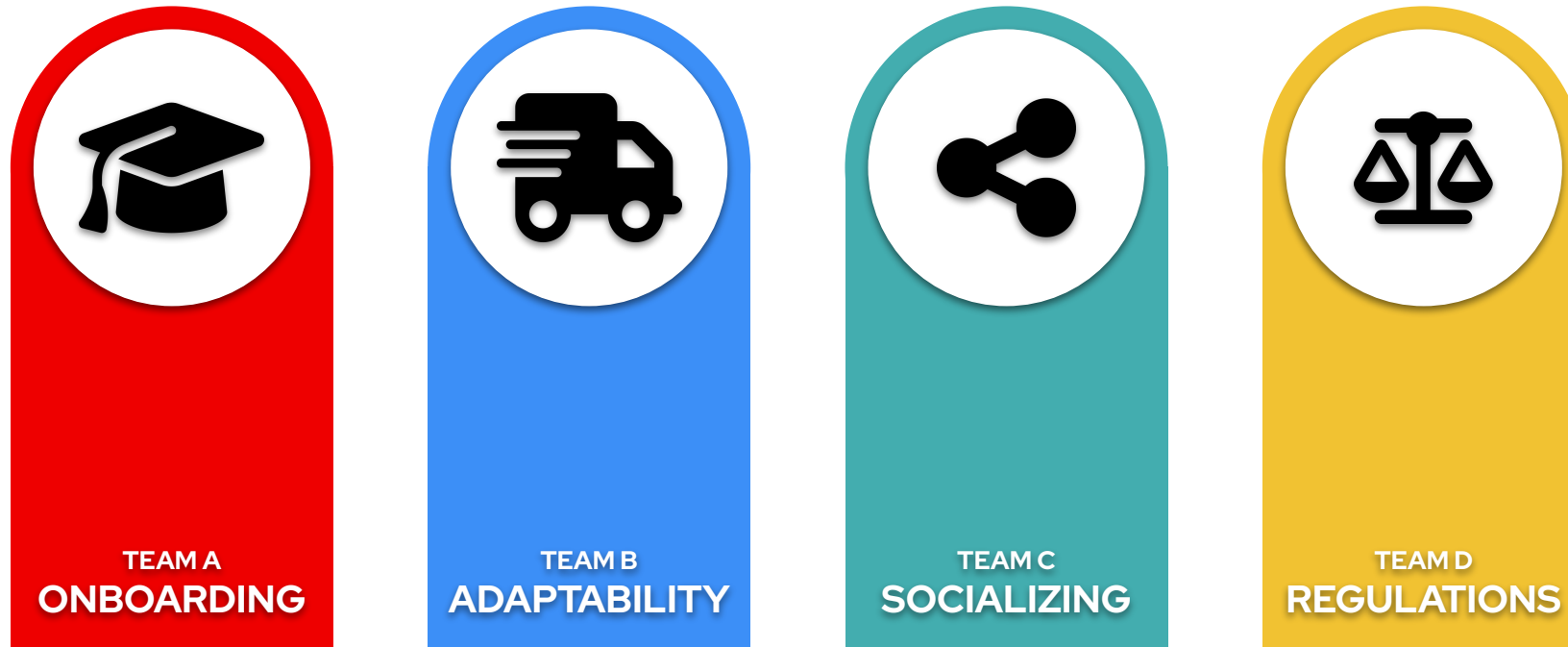


- Members who are not a part of the CPE team can **help as JUDGES**
- Fedora Community Architect can **help as a FACILITATOR**
- Any four people can volunteer **to be TEAM CAPTAINS**
- They can spend the next 5 minutes to **their TEAM MEMBERS**

TASK #2

Discuss and answer

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



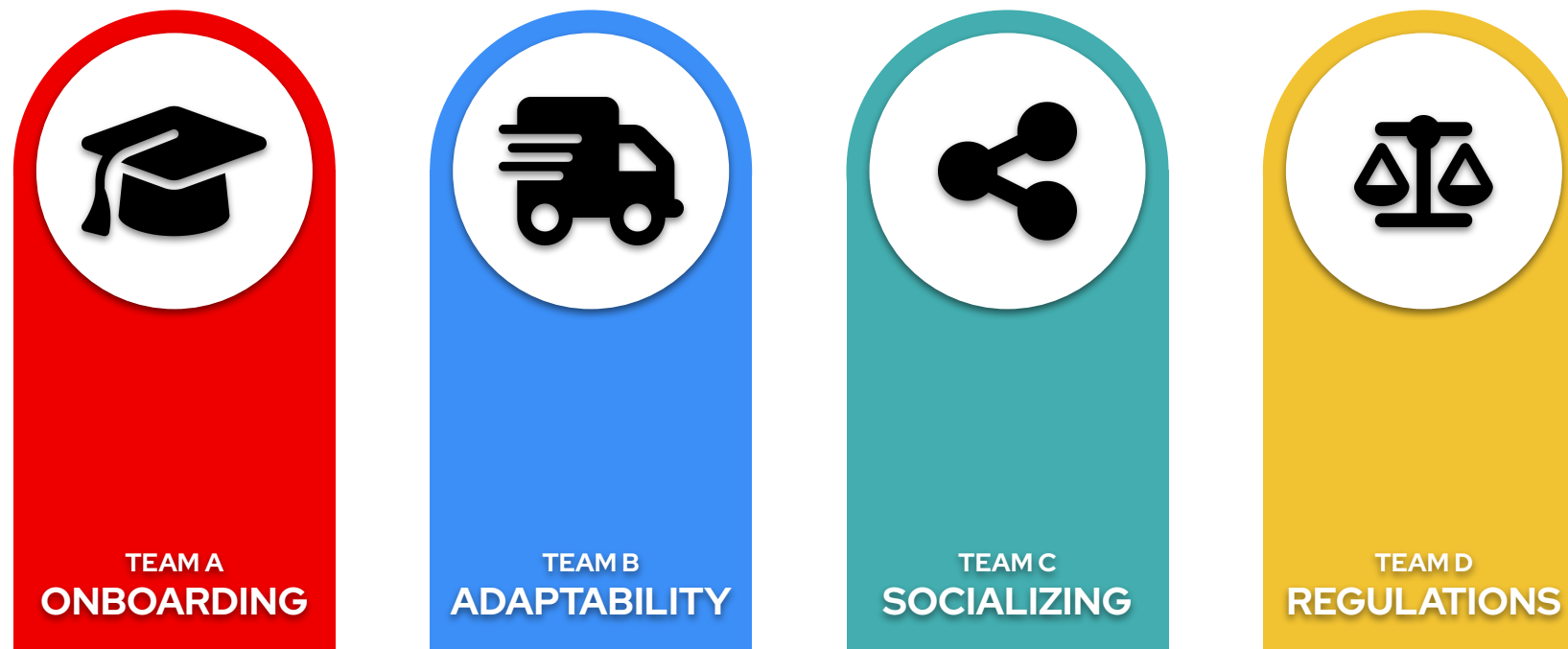
Why is mentorship considered important?

- **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



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

I get it

mentorship ftw

but

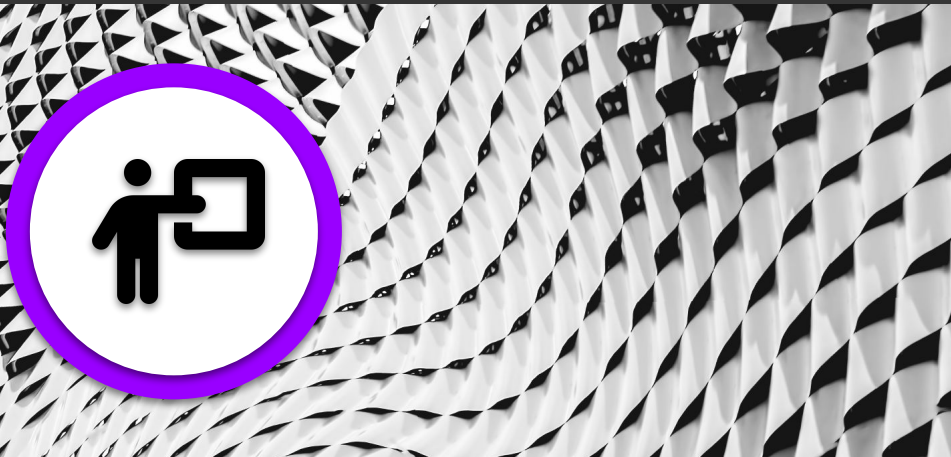
who wins here?

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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