



Communities

Creating and Making It Work

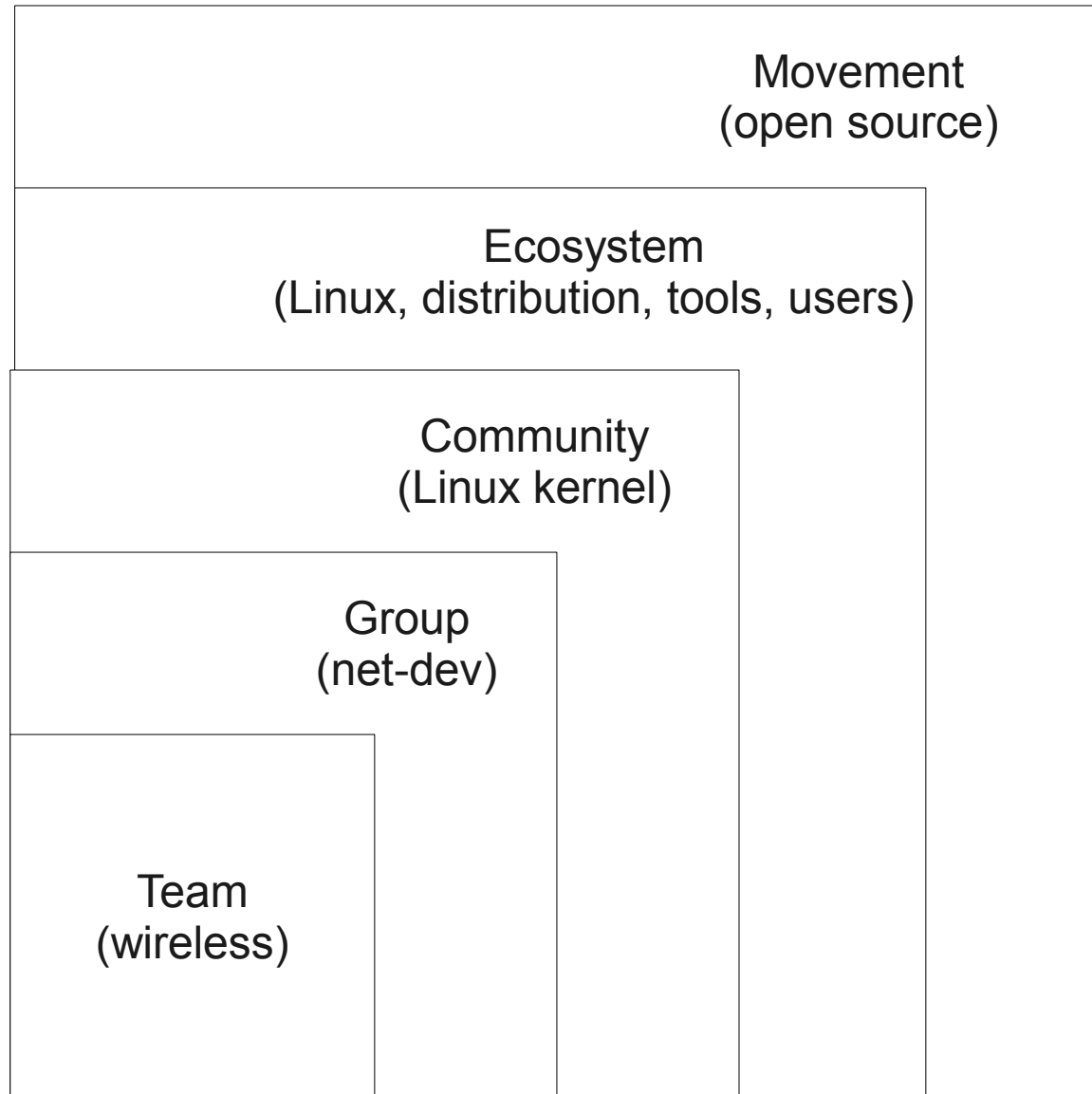
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What Makes a Community?

- People centric
- Common interests, common goals
- Voluntary involvement
- Enthusiasm, passion
- Focused, not general purpose
- Informal
- Decentralized
- Profile based vs. interest based

Gathering People



How Do You Create a Community?

The Basics

- Start with Why (Simon Sinek)
 - Principles, Beliefs, Ideas
- Interest-based vs. profile-based
 - LibreOffice community vs. academic community
- Top down - bring teams/groups together
 - Teams exist, interests exist
- Bottom up - start up, kick off
 - Reveal the interest, bring people together

How Do You Create a Community?

The Requirements

- Start
- Start small, be focused
 - Keep it to yourselves, see how it goes
- Make it fun
- Be positive
- Make it about the people
 - Willing and enthusiastic people
 - Similar beliefs and interests
- Proper place and time
 - Nothing similar exists

Issues

- Anarchy
- Autocracy
- Clashing opinions
- Evolution of beliefs
 - “You're not the same man/woman I married.”
- Unsustainable growth
- Lack of responsibility and responsiveness
- The “old” people vs. the young people

Making It Work

- Beer
 - Social events, trips, parties, games
- Transparency
 - Public discussions, public decisions
- Feedback
 - Request opinions, deliver opinions, silent mode off
- Steady growth
 - Involve the right people, not everyone

Making It Work (2)

- Conservative evolution
 - Keep core ideas, accept new ones
- Mentorship
 - “Old” people should be mentors
- Responsibilities
 - “New” people should be responsible
- Diversity
 - Skills to choose from, celebrate differences

*Comunitățile sunt breslele
viitorului.*

*Communities are the guilds of
the future.*

Petru Rațiu (rpetre)