KDE Goals

Streamlined **Onboarding** of New Contributors

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About me

Neofytos Kolokotronis

- **KDE** Streamlined Onboarding goal
- **KDE Promo** team
- **ChakraLinux.org** team
- **Community & Project management** in FOSS & Open Data/Government projects

neofytosk.com, @tetris4
Onboarding

"the mechanism through which new employees acquire the necessary knowledge, skills, and behaviors in order to become effective organizational members"
Onboarding

Organizational Socialization

integration

- relationships
- culture
- structure
- procedures
Why should we care?

Vital for

- a **healthy** and **vibrant** community
- increasing the **bus factor**
- **growing** a project
- attracting **new blood**
  (ideas, perspectives, solutions)
Why should we care?

*Great onboarding*

- excites newcomers
- creates **advocates**
- increases **retention**
- adds **value**
Obstacles

*KDE*
- decentralized
- diverse
- online & remote
- hundreds of contributors
- dozens of projects and teams
**Obstacles**

*KDE*
- decentralized
- diverse
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*We are in this together*
New contributors

*The periphery of your team*

- skillful enthusiasts
- committed individuals
- loyal users
New contributors

*Be aware of individuals*

- less confident/shy
- troubles/doubts making the first step
- in need of guidance
Progress so far...

- Updated *Get Involved* page
- Junior *jobs*
- Registering to *Phabricator*
- Improvements to *Bugzilla*
Progress so far...

- Setting up a development environment
- Contributors from downstream distributions
- Forming a welcome team
- Finding a mentor for each newcomer
Progress so far...

Plasma Mobile

- set up a development environment
- interactive get involved page
- descriptive tasks
Progress so far...

Descriptive tasks

• short and clear
• problem and possible solutions
• recommended skill requirements
• links to technical resources
> attracting newcomers

Are you and your KDE project/team prepared for new contributors?
Everyone is different

Newcomers vary in terms of:

- skills
- knowledge
- time
- dedication
- motives
- interests
- need of guidance
Everyone is different

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Find their superpower!
Pave the way

The essentials

- Documentation
- Guidelines for getting started (work/development environment)
- Introduce to people and procedures
- Mentorship
What can we do?

Be prepared

• get to **know** your team
• understand your project **needs**
• **plan** for the long term
What can we do?

*Be proactive*

- **reach out** to candidates
- **suggest** appropriate tasks
- make yourself **available**
What can we do?

Be a mentor

- adopt a newcomer
- be a great host
- fade out their dependence on you
What can we do?

Relationships

newcomers ↔ experienced

- intimidating to join an established group
- care for new people
- ↑ sense of belonging => ↑ retention
What can we do?

* Be strategic
  * goals ➔ objectives ➔ strategies ➔ tactics
  * behaviors
  * emotions
  * actions
<table>
<thead>
<tr>
<th>Goal</th>
<th>Improve onboarding of newcomers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective</td>
<td><em>Keep</em> newcomers around after their first commit</td>
</tr>
<tr>
<td>Strategy</td>
<td>Make newcomers feel <em>confident</em> and <em>proud</em></td>
</tr>
<tr>
<td>Tactic</td>
<td><em>Praise</em> and <em>acknowledge</em> contributions within the team and in public</td>
</tr>
</tbody>
</table>
What can we do?

*Part of the team*

*feedback welcome*

*opinion valued*

*tasks assigned*
What can we do?

To sum up:

- **Respond quickly** to people offering
- **Learn** about them
- **Guide to** first contributions
- **Praise** and acknowledge
What can we do?

To sum up:
- **Introduce** to procedures, culture
- **Connect** to other contributors
- Keep **motivated** and challenged
- Turn them into **mentors**
All these take time

long term effort

=> reduce contributor turnover

invest in onboarding

=> higher value to your project
@newcomers

- be persistent
- ask and learn
- share your opinion
- accept criticism
- build connections
@newcomers

- be persistent
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act like you are already a member of KDE
Going forward...

More feedback from

- newcomers
- experienced contributors
More KDE projects active

- discuss onboarding with your team
- we are here to help each other
The 1st Sprint

Making it quick and easy to set up a development environment

- Autumn 2018
- Athens, Greece
The 1st Sprint

Making it quick and easy to set up a development environment

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Join now!

https://phabricator.kde.org/T8484
BoFs at Akademy 2018

Monday 10:30
- Conan.io
  Discuss how is best to use Conan in KDE

Monday 11:30
- KDE's Goals
  retro and input for what's next

Tuesday 14:00
- Streamlined Onboarding
  discussion on goal and upcoming sprint
Thank you!

Questions?