

TECHNOLOGY

Phase II: Expanding and Integrating



Activity 9: Recognition & Contributions

Goals

1. Understand how the program currently recognizes contributions
2. Understand the kind of recognition that is most appreciated/motivating to each kind of contributor
3. Discover how the program can improve in this area

Prerequisites

[Tech Activity: Who are Your Technology Stakeholders?](#)

Who Should Participate?

Program management (tactical thinkers), Program staff (operational experience)

Length

60-120 minutes

Activity Instructions

As a group:

1. Discuss the 6Rs (listed below).
2. Which of the elements are currently incorporated in your program?
3. Which are not currently incorporated?

Divide into small groups of 4-5 people. In each group:

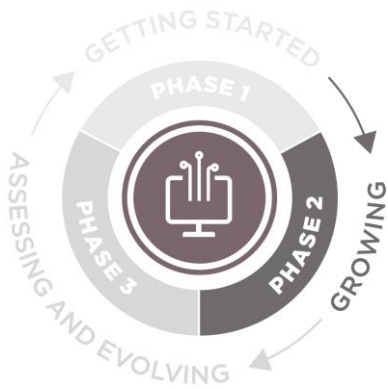
1. Select a specific stakeholder group from Tech Activity 1 (linked above - it's ok for the same stakeholder groups to be discussed by more than one small group)
2. Take 15 minutes to talk through what types of recognition might be important for the chosen stakeholder group
3. Select a representative to report back to the larger group

As a group:

1. Hear reports back from small groups
2. Discuss themes and gaps that need to be addressed to keep current contributors engaged and to entice new contributors
3. Prioritize and create an action plan to incorporate new forms of recognition
4. Who will be accountable for ensuring the plan is created / carried out?
5. Who will be responsible for doing the work?

For the future / Potential next steps: The information gathered during this exercise can inform working groups or specific outreach activities. Consider if there need to be higher level program changes to accommodate the recognition needs (i.e. more representation on governance groups or different voting rights).

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The 6Rs

Contributions are critical for community and open-source software. Understanding what motivates potential and current contributors is essential.

There are 6 crucial recognition qualities. These are not “one size fits all” but these can be a helpful way to consider what is important to different contributors. They include:

1. **Recognition:** People want to be recognized for their contributions.
2. **Respect:** People want their values, culture, ideas, and time to be respected and considered in the organization's activities.
3. **Role:** People want a clearly meaningful role in the coalition that makes them feel valuable and in which they can make a contribution.
4. **Relationships:** People want the opportunity to establish and build networks both professionally and personally for greater influence and enjoyment.
5. **Reward:** People expect the rewards of participating in a collaborative partnership to outweigh the costs and to benefit from the relationships established.
6. **Results:** People respond to visible results that are clearly linked to outcomes that are important to them and that they can clearly link to their participation in the coalition.