New Admins Team Proposal

A decision has been made about regular Admin Team nominations in January 2016. The nominations for 2016 can be found on 2016 Admin Team Nominations. Having said that, this proposal also contains other ideas that could be picked up later on and remains useful for future reference.
Proposal Stage

This document currently represents a proposal, not yet implemented but proposed for discussion among the current admins.

Purpose

The aim of this proposal is to propose a structure for a solid, scalable, and resilient **team-based** leadership of Tiki community.

How do we define leadership

Tiki prides itself as being a very egalitarian open source project, one where decisions are usually consensual and it's a doOcracy. However, there is a need for a group of leaders whose primary roles are to:

- facilitate communication amongst the various organic Teams.
- initiate and execute projects that would help Teams to **self-organize**, incorporating not just people who have been in Tiki for a long time but new, interested, and energetic people.
  - set up some kind of mentorship program where elders would accept to help new members
- lead the communications with other organizations who expect a central point of contact.
- make decisions through vote in the event there are contentious issues, representing the broader views of the community professionally and ethically.
- vote on important issues to provide legitimacy and formality to important decisions.

Key features

The New Admins Team will incorporate many of the features of the current Tiki Admin Group but there will be a few key distinguishing new aspects:

- In order to encourage new talent and energy becoming admins: Admins will serve for a fixed term (exact duration to be determined, 18/24 months?), after which there will be regular nominations and voting in of a New Team (although people can be re-nominated and voted in to serve consecutive terms).
  - The first such new Admin Team will be formed through an open nomination and voting process (see below for details of suggested procedure).
- In order to ensure that Admins work together as a team: Admins will be required to meet regularly amongst themselves.
  - The expectation is that Admin Team members will dedicate at least half an hour each week to meet amongst themselves (in whatever format and medium they decide) to touch base and sync up on issues.
- The team will actively brainstorm and act **together as a group** to:
  - facilitate communication amongst the various organic Teams.
  - initiate and execute projects that would help Teams to **self-organize**, incorporating not just people who have been in Tiki for a long time but new, interested, and energetic people.

A suggested approach for nomination and voting

This is a suggested approach which is proposed for further consensus among the current admins.

- There can be a (say 2 weeks) process where the current admins review and update the page Tiki Admin Group to make sure it accurately reflects a consensus about the role of the New Admin Team, and also specify the newly decided term of the positions.
- The current admins will decide (vote on) before the nomination process beings, the number of admins

to be capped at for the new Admin Team. (this number we call x)

- After that, there will be some time, say 2 weeks, for anyone in the community to nominate anyone (each person can nominate a maximum of up to x persons) to be in the new Admin Team.
- A nominee needs to receive nominations from at least 2 different people to qualify for voting. You cannot nominate yourself.
- Once the nomination process is over, people who are nominated have a short time, e.g. 2 days to decline or accept the nomination.
- After that, there is a vote among the current admins to narrow down the number (each admin has one vote for one person) to x.
  - I suggest we will publish the number of votes that each contender has received but who we voted for is secret. If there is a tie for the final position, perhaps all that are tied can be in the new Admin Team.