

Routing Area Chairs' Training

Initial Session : 25th June, 2014

Target time 1.5 hours

Agenda

- Administrivia
- Agenda bash
- Why the ADs are doing this
- What the ADs want to get out of this
- What we think might help you
- What you think might help you
- How to deliver the training
- Actions and next steps

Why Are We Doing This?

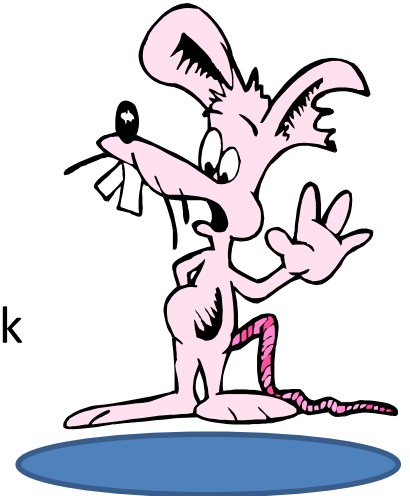
- We want to help our WG chairs to do even better and to get their WGs to deliver
- Try to keep the Routing Area relevant, timely, and effective
- It's all about training and empowerment of the chairs (i.e., you!)

ADs' Goals for Chain Training

- WGs to be effective/efficient/quality/relevant/speedy
 - What do we need to give you to help this happen?
- Chairs to meet ADs' expectations
 - What are our expectations and how can we help?
- Give chairs the tools to have the power
 - Tools, rules, process, authority, support
- Give you the feeling of power and control
 - No good being in control if you don't feel it!
- Build a team of RTG chairs
 - Exchange experience and support each other

Some AD Expectations

- Chairs should steer and manage the WG to fulfil the charter
 - Steer == “Hey WG, shouldn’t we be talking about this as well?”
 - Manage == project management of work
 - And make it timely
- Facilitate a working environment
 - The WG is a team with common goals
 - Connect people as appropriate
 - The WG has a sense of pride and ownership for its work
 - The WG has tools to develop stuff
- Build consensus (not just judge consensus)
 - Consensus is not reached until all issues have been discussed and addressed
- Specification quality!
 - Technically robust
 - Readable (can an intelligent implementer achieve interop)
 - Actually needed/relevant for deployment



What the ADs Think You Might Need

- Not trying to train on these topics now
- Trying to explain what we think might be of value

- Discuss the *Myth of volunteerism in the IETF*
- Training on consensus
- Training on politics in the IETF
- How to handle difficult people
- How to build proactive groups
- Details of specific IETF process
- Project management within the IETF
- Understanding and living with your charter
- How to steer work with an open-ended charter

Next slides...

“We Are All Volunteers and Individuals”

- Explore the right way to motivate contributors
- Understand how affiliations affect behavior
- Work with different cultures
- Changes of affiliation and work priorities

Consensus and Politics

- Judging consensus is one thing
- Driving consensus is another
- Consensus can be blocked or distorted by politics (people and companies)
 - How do you navigate these situations?
- Politicisation of process
 - Process weenies & process-for-the-sake-of-process
- What about IPR?

Working with People

- Rare but difficult situations
 - People in the rough who won't stop
 - People who are disruptive by nature
 - People who are abusive or bully
- Lots of tools, but always painful and sensitive
- How to be inclusive
- How to team-build
 - Environment / communication / tone
- How to encourage proactive behavior

Understanding and Knowing IETF Process

- 90% of the problem is finding out about the relevant process
- And the other 90% is knowing how to apply it
- Running normal WG and document process
 - What are the steps?
 - How much work is required?
- Handling exceptions
 - Where to go?

Project Management

- How do you plan WG work?
- How to track issues and micro-manage?
- What can you delegate?
- How do you chase work?
- What are the key times to apply pressure?
- What are WG milestones for and how should you change them?

Working With Your Charter

- The charter governs your work
- It is supposed to support you!

- Some charters are very precise and focussed
 - What are you allowed to do?
- Some charters are open-ended
 - How do you achieve focus?
 - How do you stick to quality ideas?

Over To You

- What training do you want?
- What tools do you need?
- How can we empower you?

How Do We Deliver This Training?

- Who develops and delivers the training?
 - ADs, you as chairs, invited experts
- When and where is the training delivered?
 - Telechats (like this one) with slides and discussions?
 - Face-to-face at IETFs?
 - Would you travel for special meetings or arrive early?
- How is material archived?
 - Wikis and FAQs for quick reference
 - Archive of slides
 - Record the telechats
 - Presentations and Q&A, but not open discussion
- Make material available outside the Area

Actions and Next Steps