What does it need to become a leader?

Before I start with the real part of this article, here are a few words about myself: I've been a little over a ¾ years now here in the Ubuntu community and because of my studies in organizational consulting, I think to have a sufficient "technical" background on the topic of "Leadership".

If you ask me: "What does it take to be leader?" I can only reply: "A good question, the answer is not so easy ..."
The relevant literature is not really sure either. Either it says something like: "It must be the efficiency in the foreground". Or "the members are most important".

So: "What should we focus on?" No matter what you do, something always suffers. If the community comes first, most likely members do not feel really perceived and thus quickly lose interest. But if you focus on the members instead, you will quickly get into trouble to get everything back to some extent in accordance with the objectives of the community.

But what does this mean for our teams here in the Ubuntu community? Well, first: each team should be very clear about what exactly the goals are and what challenges win to be won! If that's for sure, it is also much easier to find the "right members" in quotation marks. Those, who can identify with the goals of the team and also contribute ideas themselves. If these members are on board, then reaching the team-goals is up to 1000 times more easier in my eyes.

Unfortunatelly the Ubuntu community is a community that can not simply say, "We do not want you!". We can not afford it at all!! So what to do? There is someone in our community who would like to help. But we as a "team leader" recognize, that this "newcomer" will not give an advantage to our own team . So what to do as a team leader?

Here are the following possibilities: First, we try to integrate the rookie by transfering several smaller sub-tasks to him/her or we do a very detailed discussion with the person concerned showing him / her alternatives and - if possible - point him/her directly to the appropriate team.

What to do? In order to effectively bind members to us, I recommend the following approach for team leaders:

1) the very precise and transparent formulation of goals and challenges of the team and the expectations of the potential team members
2) openness for communication with team members and their constructive criticism
3) intensive level of communication between team leaders among themselves to have exact knowledge on the status of other teams (this can also be used like a forum section where individual team leaders report on their teams)

Using these three points, I strongly believe in a long-term effective retention of members, who can - according to their qualifications - be arranged to the teams. That ensures us the satisfaction of the helpers who - on the other hand - feel in very good hands and focus on their contribution.

But who should lead it all? Here I suggest the Ubuntu Beginners Team, known as UBT. The UBT says himself that it offers new members exactly this "service". However, here, and unfortunately I have to be somewhat critical, I've - with some exceptions - not really felt anything like that. Ok, this may be generalized to much in a negative way. But new - potential - helpers come in the IRC channel and - except exceptions I mentioned before - often left alone if they do not move themselves and ask questions.

But to prevent usual comments that the UBT can not do everything: I'm aware of that! Therefore, I stress again at this point explicitly, that I just made my statement based solely on subjective impressions and therefore may well be wrong! My advice here: If the UBT re-establishes after the ongoing Restructuring, this aspect should be considered a bit better. Then it is quite possible that the UBT takes a leading role together with the leadership team...