



Hyperledger Mentor Onboarding

June 1, 2021

Agenda

- Mentorship Program Goals
- 2021 Mentee Applicant Statistics
- 2021 Mentor/Mentee Cohort
- Effective Mentoring
- Important Dates and Logistics



Mentorship Program Goals

- To connect new developers eager to learn with experienced developers interested in teaching/coaching
- To provide structured guided hands-on learning opportunities for new open source developers and researchers
- To help mentees learn and enhance their technical skills, and to inspire them to become long-term active contributors.
- To create a pipeline to a diverse, well-educated developer pool and to strength Hyperledger projects and community
- To coach how to participate effectively in open source community (collaborative culture, tooling, infra, etc.)
- To gain valuable insight into new developer onboarding processes and how to lower the barriers to entry

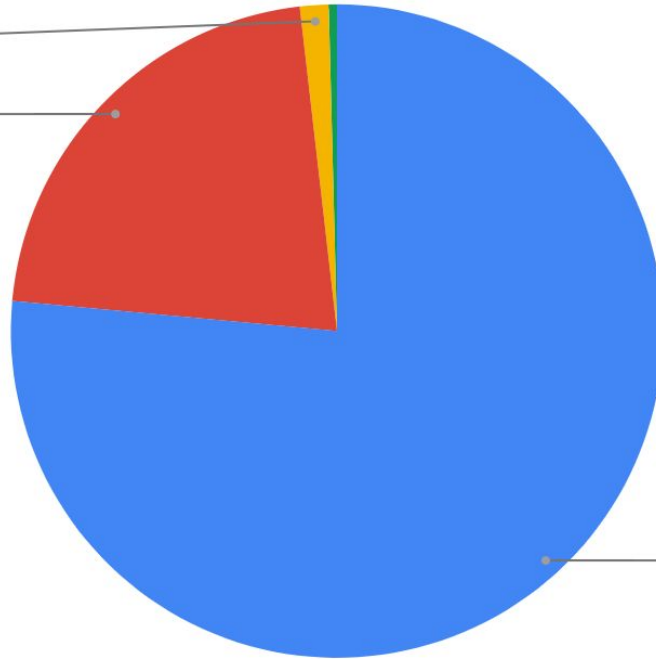


Applicant Statistics - Gender

Count of Gender

nonBinary
1.4%

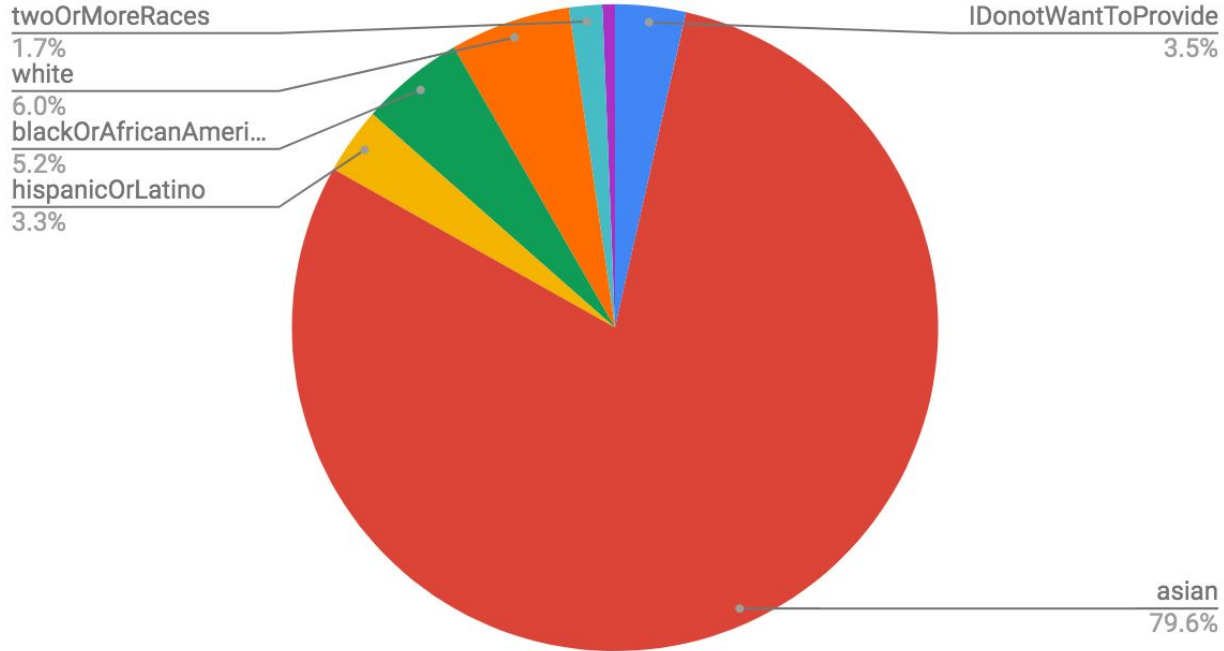
female
21.7%



male
76.5%

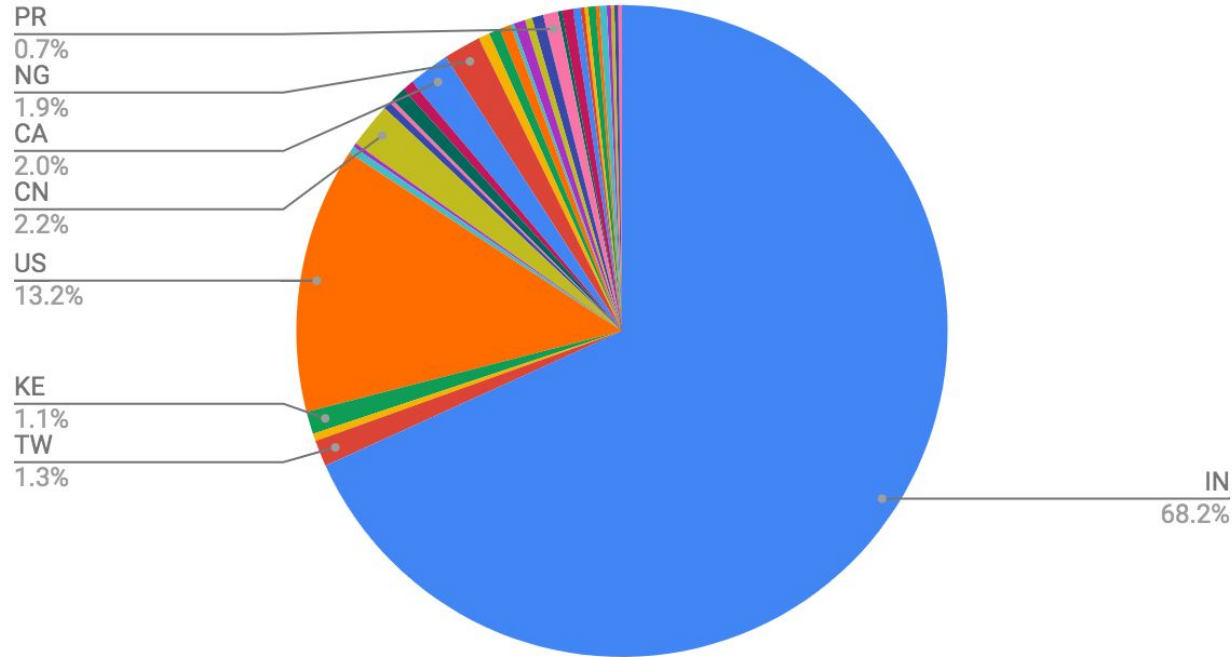
Applicant Statistics - Race

Count of Race



Applicant Statistics - Country

Count of Country



Mentor and Mentee Cohort 2021

Project Name	Mentors	Mentee	Country	University
Automated Testing for Climate Emissions Ledger	Si Chen, Kamlesh Nagware, Robin Klemens	Pranamika Pandey	India	n/a
Blockchain Integration for Climate Emissions Data with Fabric and Cactus	Si Chen, Peter Somogyvari, Kamlesh Nagware	Pritam Singh	India	Indian Institute of Technology
Blueprint-like interface for Iroha Special Instructions	Egor Ivkov, Ivan Rybin,	Charles Coppieters	US	Princeton University
Cactus-samples - Business Logic Plugins for Hyperledger Cactus	Rui Cruz, Rafael Belchior, Peter Somogyvari	Tzu-Shen Wang	Taiwan	Texas A&M University
Chaos Monkey Engineering in Umbra Scalability Tests	Raphael Vicente Rosa	Nima Afraz	Ireland	Trinity College Dublin
Declarative workload behavior definition for Hyperledger Caliper	Attila Klenik	Aastha Bist	India	Graphic Era University



Mentor and Mentee Cohort 2021

Project Name	Mentors	Mentee	Country	University
Documentation and Use Cases for Climate Action	Si Chen, Sherwood Moore	Dounia Marbouh	United Arab Emirates	Khalifa University
Extend HL Iroha queries with optional arguments	Grzegorz Bazior	Piotr Pawłowski	Poland	AGH University of Science and Technology
Extend secure DID Registry for Hyperledger frameworks on Github/Gitlab	Vinod Panicker, Arun Prakash Jothimani	Wei Yao	US	New Jersey Institute of Technology
Global Scouting of DLT / Blockchain Educational Opportunities	Alfonso Govela	Amit Chaudhari	India	SVKM's Institute of Technology, Dhule
Global Scouting of DLT / Blockchain Educational Opportunities	Alfonso Govela	Zhenming Yang	China	Tsinghua University
HL Burrow and HL Iroha extend existing Solidity VM integration	Grzegorz Bazior	Ayush Jalan	India	IT Roorkee



Mentor and Mentee Cohort 2021

Project Name	Mentors	Mentee	Country	University
HL Iroha and HL Cactus Integration	Grzegorz Bazior, Peter Somogyvari	Han Xu	US	U of Illinois at Urbana-Champaign
Hyperledger Fabric - Hyperledger Aries Integration to support Fabric as Blockchain ledger	Kamlesh Nagware	Harsh Multani	India	n/a
Implement Client Side Security for Climate SIG Fabric Application	Si Chen, Vatsal M, María Teresa Nieto, Kamlesh Nagware	Bertrand Rioux	Saudi Arabia	King Abdullah Petroleum Studies and Research Center
Implement cross chain contract invocation using 'ServiceMesh' way	Kai Chen, Zhen Peng	Rizheng Tan	US	University of Washington
Implement two compiler passes for the Solang Solidity Compiler	Sean Young	Lucas Steuernagel	Brazil	AERONAUTICS INSTITUTE OF TECHNOLOGY
Operate Blockchain Network in an Efficient Way	Baohua Yang, Qiang Xu	Yuanmao Zhu	Canada	University of Alberta



Mentor and Mentee Cohort 2021

Project Name	Mentors	Mentee	Country	University
Support Clique for Besu on HL Labs BAF	Sownak Roy	Roshan Raut	India	Pune Vidhyarthi Griha's College of Engineering and Technology
Support Decentralized Governance for Smart Contracts in Fabric Python SDK	Dixing Xu, Baohua Yang, Guillaume Cisco, Wang Dong	Qiwen Chen	UK	University of Liverpool
The Giving Chain	Bobbi Muscara, Jim Sullivan	Hardik Gupta	India	Graphic Era University
The Use of NLP and DLT to Enable the Digitalization of Telecom Roaming Agreements	Ahmad Sghaier Omar	Santiago Figueroa Lorenzo	Spain	University of Navarra
Visualization and Analysis of Cross-chain Transactions	Nuno J. Nunes, Sabrina Scuri, Rafael Belchio	Iulia Mihaiu	Romanian	Transilvania University of Brasov



Many mentees haven't been involved in an open source project before it can be overwhelming/intimidating to start participating.

Here are some tips you can share to help them get comfortable:



Feel free to lurk

Seeing how you and other community members interact will help your mentee adjust and learn the social norms in the community



Don't wait for an invitation

Our tools and meetings are open by default, so encourage your mentee to jump in and introduce themselves, ask questions and share ideas



Read our Code of Conduct

Be sure to review with your mentee as well as to model the high standards of professional practice.



hyperledger.org/participate/collaboration-tools



Account

Sign up for a Linux Foundation account



Chat

Join the discussion on chat



Mailing Lists

Participate on the Hyperledger Mailing Lists



Github

Check out our code repositories



Wiki

Get the latest development updates from the wiki



Bug Reporting

Search for open bugs, or report a new one, in our bug database



Effective Mentoring

Communicate: Communicate with your intern often, whether it is to provide feedback, offer training, or check on the intern's progress. By keeping the line of communication open you will build trust, respect, and a positive relationship that facilitates the successful completion of the project.

- Develop project plan to guide completion of the project by end of week 2 (project objectives, milestones/deliverables, methodology, documentation)
- Schedule weekly check-ins to review progress, blockers, upcoming tasks
- Clarify communication channels/norms with you, project team, and broader community: email, chat, calls, wiki, and etc.
- Be respectful of collaboration challenges across time zones and language/cultural differences
- Notify Hyperledger staff immediately when you identify “red flags” such as non responsiveness, little or no progress in spite of mentor's active coaching and intervention, etc.



Effective Mentoring

Mentor: Mentorship is a critical and essential part of an internship experience, and an attribute that differentiates from regular employment. As a mentor, it's important to give your mentee honest feedback on progress, professionalism and skill development.

- Set expectations early, preferably at the start of the program
- Set challenging but achievable goals and metrics on how to measure success
- Give praises for good work and offer critical constructive feedback. Be specific and provide suggestions for how to improve
- Model desirable behaviors, workflow, processes, and ways of working
- Complete quarterly evaluation timely to bring any feedback to Hyperledger staff and share/discuss the results with your mentee openly

Effective Mentoring

Connect: To foster learning outside of your mentee's immediate project objectives, encourage your mentee to develop relationships outside of immediate team. Allowing your mentee to gain a broader understanding of the community, industry, and potential career paths can help generate new ideas and make him or her a more effective and long-term contributing member of the community.

- Make intros to and help mentee network with your contacts in the industry
- Provide resources for additional training
- Provide context for how the internship relates to the Hyperledger umbrella
- Have interns review each others' code and provide feedback as a collaborative development exercise
- Enable mentee to participate in the open source community with more confidence and independence



Effective Mentoring

Revisit: Periodically revisit the learning objectives and expected outcomes established at the beginning of the internship. Discuss what the student has learned and how it can be applied in the future. Be flexible to adjust project scope, learning objectives, and outcomes based on the intern's background and skill set.

- Remind yourself this is a learning opportunity for mentee, not a job with narrowly defined job description
- Stay flexible to modify project scope/plan, learning objectives, and deliverables/outcomes. Document modified tasks, schedule, and project plan
- Reframe mistakes and slow progress as opportunities to hone soft skills such as communication, effective ways to participate in open source community, working with distributed teams that mentee will learn and apply to future tasks/careers.



Sharing/Brainstorming Additional Mentoring Tips

- Use existing **Hyperledger infrastructure** whenever possible
- Work on **project plan** with mentee now and the next two weeks; project plan due at end of week 2 and should be posted on wiki for transparency and accountability. Project plan can be modified as things progress
- Move code repository to Hyperledger Labs
- Ask mentee to work on **documentations** as part of project deliverables so that code can be used by others and to continue the development momentum
- Build **rapport** and trust with mentee so s/he feels comfortable with sharing gaps in skill and knowledge
- Coach mentee how to ask questions appropriately to solicit productive feedback/responses from the community
- Use mentors2021@lists.hyperledger.org for support and discussions with peer mentors



Important Dates and Logistics

- **June 1:** program officially begins
 - [Full time schedule](#): 12 weeks, June - August
 - [Part time schedule](#): 24 weeks, June - November
- **4 Evaluations:** at end of week 3, 6, 9, 12 for full-time mentees and 6, 12, 18, 24 for part-time mentees
- **Stipend:** mentee will received a midterm and a final stipend if in good standing following satisfactory midterm and final evaluations.
- **LFX Mentorship Platform:** use it to assign tasks and due dates if it can be incorporated into your flow but all results/documentation should be posted on Hyperledger wiki for the open source community to consume.



Questions?

Linux Foundation Mentor Guide:

mentorship@hyperledger.org (staff)

mentors2021@lists.hyperledger.org (peer mentors)