Hyperledger Mentor Onboarding

May 2019

Agenda

- Program Goals
- 2019 Mentor/Mentee Cohort
- Key Program Dates
- Effective Mentoring
  - General expectations
  - Discussion/Sharing how to challenge and support mentees to succeed

Program Goals

- To provide structured guided hands-on learning opportunities
- To coach how to participate effectively in open source community (collaborative culture, tooling, infra, etc.)
- To inspire interns to become long-term active contributors
- To create a pipeline to a diverse, well-educated developer pool and to increase community health and sustainability
- To increase academia's interest in the teaching and research of blockchain/distributed ledger technologies

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Mentor and Mentee Cohort 2019

Project Name	Mentor and Affiliation	Mentee Name	University	Country of Enrolled University
Analyzing Hyperledger Fabric Ledger, Transactions, and Logs using Elasticsearch and Kibana	Salman Baset - Elastic	Balázs Prehoda	Budapest University of Technology and Economics (BME)	Hungary
Design Effective OS to Manage Blockchain Networks	Baohua Yang - Oracle Haotao Yue - IBM Tong Li - IBM Jiahao Chen - VMware	Manank Patni	Jaipur Engineering College and Research Centre	India
Fabric nodejs SDK security extension	David Liu - Mediconcen	Hengming Zhang	Fudan University	China
Git signing with DIDs	Richard Esplin - Evernym Dave Huseby - Linux Foundation	Ibrahim El Rhezzali	Telecom Paristech (int'l student from Morocco)	France
Hyperledger Caliper visualization	Jiang Feihu - Huawei Attila Klenik - Budapest University of Technology and Economics	Shengwei (Jason) You	Purdue University (int'l student from China)	US
Hyperledger configuration for project management in construction	George Blumberg - Oxford Brooks University	Tung Anh Nguyen	Korea University (int'l student from Vietnam)	South Korea

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Hyperledger Fabric Based Access Control	Rafael Belchior - Técnico Lisboa Rui Cruz - Técnico Lisboa	Sara Rouhani	University of Saskatchewan, Canada (int'l student from Iran)	Canada
Hyperledger Sawtooth Explorer with ScanTrust	Ricardo Garcia - ScanTrust Andrew Backer - ScanTrust	Vlad Bormisov	Sterlitamak Branch of Bashkir State University	Russia
Hyperledger Umbra: Simulating Hyperledger Blockchains using Mininet	David Huseby - Linux Foundation	Raphael Vicente Rosa	University of Campinas	Brazil
Hyperledger Ursa integration into Hyperledger Iroha	Nikolai Yushkevich - Soramitsu	Alexander Matson	City College of New York	US
Integrate Solidity VM (from Hyperledger Burrow) to Hyperledger Iroha	Nikolai Iushkevich - Soramitsu Andrei Lebedev - Soramitsu	Ivan Tyulyandin	Saint-Petersburg University	Russia
Integration of Hyperledger Iroha into Hyperledger Explorer tool	Ales Zivkovic - Soramitsu	Ruslan Tushov	Innopolis University	Russia

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Mentor and Mentee Cohort 2019

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IoT and DLT in a telecom multi carriers architecture	Laura Spinaci - Blockchain & Innovation Mentoring Lab	Nachiket Tapas	University of Messina	Italy
Raspberry Pi Indy Agent	Adam Burdett - Sovrin Foundation	Zeng Zixuan	Zhejiang University	China
Running Web Assembly Smart Contracts in Fabric	Morgan Bauer - IBM Jay Guo - IBM Swetha Repakula - IBM	Shubham Aggarwal	National University of Singapore (int'l student from India)	Singapore
Scaling Real World Hyperledger Fabric Deployments	Alejandro Vicente Grabovetsky - AID:Tech Nicola Paoli - - AID:Tech	Mohammed Iqbal Inzamam	University of Moratuwa	Sri Lanka
X.509 Certificate Transparency using Hyperledger Fabric Blockchain	Mahavir Jhawar - Ashoka University	Harsh Jain	Indian Institute of Technology	India

Key Dates

- **June 3**: program officially begins
  - Full time: 12 weeks, June 3 - August 23
  - Part time: 24 weeks, June 3 - November 15
- **Evaluation**: quarterly at end of week 3, 6, 9, 12 for full-time mentees and 6, 12, 18, 24 for part-time mentees
- **Stipend**: mentees paid quarterly if in good standing following quarterly evaluation
- **Travel Funding**: provided for mentees who successfully complete the program

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.

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hyperledger.org/community/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

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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"

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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

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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.

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Sharing/Brainstorming Additional Mentoring Tips

- Use existing Hyperledger infrastructure whenever possible
- Work on project plan with mentee between now and the start of the program; 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 mentors@hyperledger.org for support and discussions with each other
- Schedule regular mentor and mentee group check-ins and sharing sessions

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A community of peer mentors that you can reach

out to and bounce ideas with

mentors@hyperledger.org

Thank you for sharing your knowledge and for helping to create a more sustainable Hyperledger community.