

Vikas Pisal

OSM President July 2021 election manifesto

Germany

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Introduction

For a long time I have been using Joomla! and I am a fan of the work done. It is an amazing piece of software. Most interestingly it is done by volunteers and without direct support of a big company. It is a very good example of ordinary folks working together and creating fantastic pieces of work.

I decided to join the Joomla! community. Development is not my key skill set. Product management and organisational management are my interests and core skills. During my work as a VET team leader, I have discovered a couple of organisational problems. Solving the problems will help to realise the true potential of Joomla!. The current administrative (the board) situation is sad and heartbreaking. The Joomla! members are less than 100 persons, so it does not make sense to fight with each other and undercut the great project. Millions of webmasters are keeping faith in the project and the volunteers. We need to strive harder to live up to their expectations.

Instead of sitting on the fence and commenting, I am submitting my candidacy.

These are initiatives which I am looking forward to.

Organisation initiatives

- Short term
 - Releasing information related to the misuse of corporate funds by the former president and doing internal investigation.
 - Issuing an apology to the volunteers who had to go or suffer due to the former president's activities and inviting them back.
 - Limit 'removal of an officer with cause' usage.
 - Remove NDA or reduce its scope.
 - Introducing term limits or term separations of the board positions.
 - Improving elections by asking more informations from the candidates
 - Conflict of interest.
 - Financial irregularities in the last five years.
 - Reporting criminal or felony charges in the past.
 - Incumbents have to specify status of manifesto items from previous election
- Long term
 - Improving leadership focus or direction
 - Making Joomla as driver of innovations (technical) instead of follower

- Sustaining and promoting volunteer culture
 - Self-sustaining
- Better dissemination of financial information and increase reporting of the fund utilisation
- Sustainable leadership
 - Reducing work of leadership
 - Outsourcing some of their bureaucratic, clerical, non-core activities. (More like '*do one thing and do it well*' - Unix)
 - Having functional multiple VPs or assistants to help (i.e. assist) the president and the board.
 - Granting more autonomy to the departments.
 - Reducing discussions in the board meetings regarding the department activities.
 - Less or no attention to intra-departmental topics or issues unless legally or financially required.
 - Using 'a master and two apprentices' to enable easier entry and better backup plan.
 - Enabling them
 - Providing training material (either by online 3rd party online courses or internal)
 - Supporting through VET
 - Knowledge exchange with other similar open source projects.
- Bringing more process reforms to improve organisational efficiency and make volunteers' life easier
- Increasing consensus building in the members and reducing conflicts
- More continuity and fewer abrupt changes
- Making initiatives like the future forum(FftF) permanent and regular.
 - Yearly recommendations and reforms
 - Semi-annual review of recommendations
- Making organisation more transparent and attractive to volunteers
 - Taking regular (i.e. monthly) feedback about performance of OSM.
 - Proactively inviting prospective volunteers (through VET) on LinkedIn.
 - Open dedicated gimp communication channel between the board and members (current and ex)
 - Specific open communication time (Sprechstunde)
 - Expecting less non-core activities from volunteers.
- Catch them Young: Increasing educational outreach by creating Joomla! University (a collaborative platform for instructors, students and Joomla!) and proactively inviting instructors and educational institutions to the platform.

Equality, Freedom and Transparency are very important to me. It is not only important to state them but also enforce them. Adding tolerance to opposing opinions is equally important. If elected I shall keep my ears open to others and remain reachable.

I would like to assure you, fellow volunteers, that all my decisions will be in the best interest of Joomla!, simply Joomla! first and foremost.

Finally, I end my manifesto with a positive proverb.

Great Minds Discuss Ideas. Average Minds Discuss Events. Small Minds Discuss People.

I sincerely hope that people will read the manifesto; ask thoughtful and thought provoking questions.