

PANČEVOLUTION

VELIKI MARATON IDEJA

COMMUNITY
PLANNING MARATHON:
THE EVOLUTION
OF SOCIAL HACKATHON
IN COMMUNITY
DEVELOPMENT

This publication was produced within the project ERASMUS+ 2021-2-HU01-KA210-ADU-000050814 project "1st PANČEVOLUTION - 'Unicorn in the making' - adapting the method of community planning marathon to create innovative solution(s) for local mobility issues", in cooperation with the project partners.

The project was funded by the European Commission. The views expressed in this publication do not necessarily reflect those of the European Commission.

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Published by: Hungarian Association for Community Development
(Közösségfejlesztők Egyesülete), Budapest, 2023.

Responsible for publication: Edit Kovács, president
www.kofe.hu

ISBN: 978-615-5930-06-5





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Prologue

A marathon-long evaluation of a marathon-long event took place on 03.12.2022. The participants met for the first time in September 2021 in the online space and arrived at a meeting room of a co-working office in Szeged on the date above. In the evaluation discussion, which spanned a year and a half, they sought to answer the question: what would they do differently the next time they decided to organise a social hackathon together? At the end of seven hours of unprecedentedly frank and reflective discussion, the complex process that the participants had gone through leading up to the event, both as organisers and as mentors accompanying the process, revealed itself in amazing depth. Many elements of the joint work would merit a separate volume for their textbook quality. Nevertheless, the parties have decided to limit the insights of the process to those elements that they believe will add value to the understanding and better application of the social hackathon method. In other words, they will highlight only those situations and decision points that may be behind the expected, but ultimately missed results. This kind of courage implies a great level of commitment and humility to working with communities and to continuous professional development that is already ripe to show the world.



Foreword

The most fundamental question about social hackathons is: what makes them so effective? Tried and tested community development techniques and methods are often criticised for taking a long time, and although results are achieved over time, not everyone has the patience and energy to wait for them. Therefore, it is a challenge for development practitioners to maintain the attention and motivation of participants (and of course to find financial resources for their work).

It is also difficult for members of the community, who typically invest their free time in for the long term, for a goal that often goes beyond their private needs, for the so-called common good. One of the most appealing features of the social hackathon is that it combines many well-known elements of community work in a short, intense and largely entertaining way¹. At the time of writing this final, evaluative summary, less than two years have passed since we first tried this method in Hungary. Thus, we cannot produce scientifically irrefutable statements that can be evaluated in the long term, but fortunately, this is not our aim for the time being. Instead, we are trying to give you a practical approach, a kind of "appetizer". A year and a half after our first publication,

"The Community Planning Marathon", we are now opening a new chapter in the literature on social hackathons, a method also known locally as "community planning marathons"².

The occasion was once again an international cooperation, this time with the Serbian SINHRO, where we had the opportunity to further deepen our experience with the method. This time, we were the ones who professionally accompanied and mentored the adaptation process in which the Serbian colleagues adapted the method to their own context and professional goals, and in which the first hackathon of the city of Pancevo, "Pancevolution", became a reality.

The past year has been a great learning experience for us, and we started writing this publication with a dual purpose.

On the one hand, we are delighted to share with those interested all the experiences and understandings we have gained in working with the method that has been evolving in front of our eyes, highlighting what we consider to be the important elements that we ourselves have emphasised in the implementation and monitoring of the method. Recording all of this also gives us the opportunity to look beyond the recognition of current emphases to the evolutionary development of the method.

On the other hand, in the second half of this booklet we show how we work as mentors, as facilitators of the process, and what an organisation can expect if, after reading this publication, it decides to try this tool and wants to choose us as the professional partner to go on this journey with.

Finally, in one sentence, let's go back to the question posed in the foreword: the hackathon is a witty response to the pressures of the zeitgeist (i.e. no time to stop, no time to talk) and the ability to address the generation "kidnapped" by the media, the individual, and give them back to the community, if not longer, than for a long weekend.



¹ The exciting world of community work, its fundamentals and its process, is provided by a number of excellent literature, among which we recommend one of Ilona Vercseg's [volumes \(in Hungarian\)](#).

This publication is therefore primarily aimed at professionals interested in community work, who have already encountered social hackathons but want to know more about the method. For those who may be encountering the method for the first time in this publication, we recommend reading our previously published Handbook, which provides a comprehensive overview of the theoretical and practical details of the method, reflecting on all its elements and stages. In order to avoid repetition, the present material can only be fully understood by those interested after reading the Handbook referred to.



²As the process is the same, we use the term social hackathon throughout this publication. However, when the community development specificity of the method is emphasised, the term community (design) marathon is used.

When a hackathon is the right choice

In a community marathon or social hackathon, local individuals, organisations and institutions involved in or interested in public affairs engage in a collective reflection to propose positive changes in the locality (local community, place of residence). Their ideas are developed in an intensive two-day planning process, at the end of which a representative jury evaluates and, if applicable, rewards them. Community marathons are characterised by their ability to reach people who have previously had little or no involvement in shaping the affairs of their community or their local area.

Without first-hand experience, it is difficult to decide whether an organisation is "right" to organise a hackathon. Generally speaking, organisations that see community involvement as a long-term benefit should play with the idea, as the greatest virtue of a community marathon is that it offers an experience and opportunity for participants while multiplying the number of local people

and institutional contacts that the organiser can directly reach and motivate to take action in a short period of time.

The few aspects listed below, summarising the impact and results of the hackathon, provide further guidance for consideration.³ As it will be seen, similarly to other methods based on active participation of stakeholders, implementing hackathons has a positive impact on many levels, both for individuals and our communities or even our society. In this list, we have also focused on the added value that the organisers can realise on their behalf.

³In a previous article, we have already compiled a list of the impacts of hackathons, in which we anticipated the expansion of the list and, following the logic of this list, we will try to avoid listing the impacts that can be universalised and thus linked as evidence to community-based interventions. Instead, we will continue to focus on those elements that we consider to be specific to the method.

AT THE LEVEL OF THE PARTICIPANTS:

- at the individual level, the primary benefit is that the participant finds his/her role in the project, feels useful and important, can realise his/her ideas related to the project, thus actively shaping the practical afterlife of the project;
- optimally, they can establish long-term cooperation with their team members, thus expanding their network of personal contacts;
- if they arrive to the hackathon as an idea-promoter, it will be an extra experience to form a team around their idea, which team will be able to continue organising the work independently after the event;
- become a key member of their new community, become part of the local public and become an active and respected player in their local community and its wider environment.

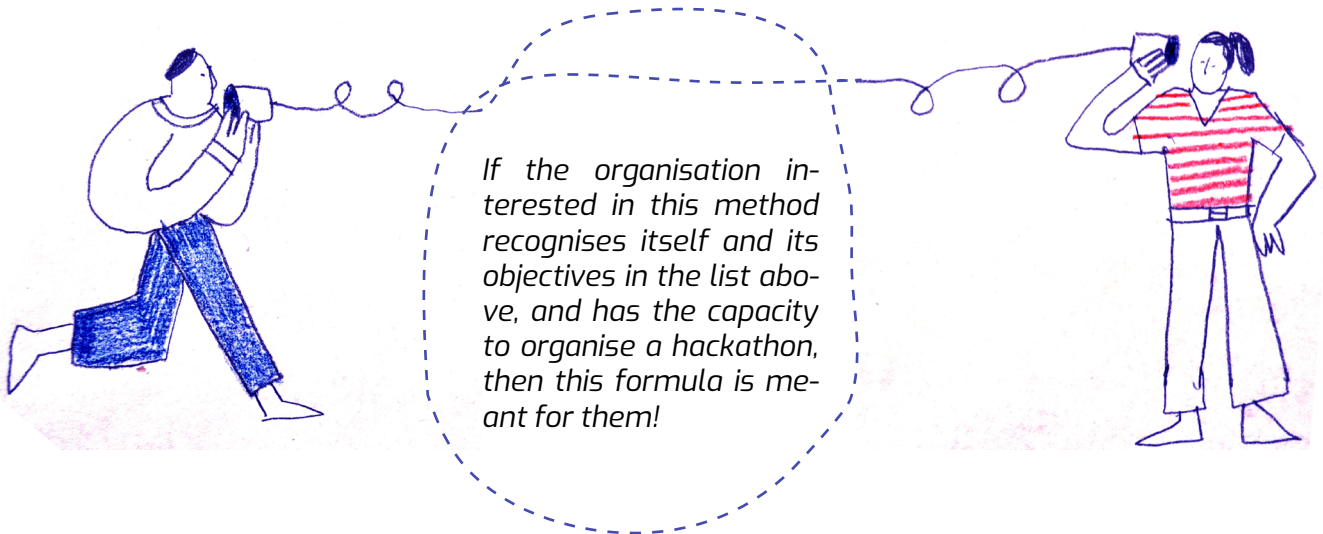
AT THE LEVEL OF THE WIDER COMMUNITY:

- knowledge and experience already existing at local level are brought to the surface and become visible and accessible to the wider community;
- the diversity of participants mobilises new resources within the community;
- the complex situation analysis provides an opportunity for a deeper understanding of social problems and the identification of novel points of intervention.



AT THE LEVEL OF THE ORGANISERS:

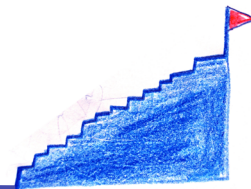
- It brings visibility and recognition to the organisation responsible for the event within its area of operation and beyond, as a well-constructed campaign can gain a large amount of local publicity, which is an opportunity to communicate its mission and values;
- the organiser may even be able to reposition itself in the local public life, which, despite their diversity, often considers NGOs and civil actors as a large umbrella term;
- it is an opportunity to meet previously unknown potential supporters, volunteers and professionals, to expand the capacity of the organiser and thus to strengthen the organisation's resilience;
- it expands the fundraising experiences of the organisers, increasing the number of locally sourced grants, as a communication campaign preceding the event can make the hackathon visible and attractive to local donors, both large and small. From their point of view, the event's audience is a valuable, highly visible and specific target group. By providing accurate figures on the reach and media coverage of the campaign, it is easier to persuade sponsors to contribute to the costs of the event and to offer prizes to the participating and winning teams. These donations can pay double dividends. The expected reward is a significant motivation for participants and also saves the organisers' budget.



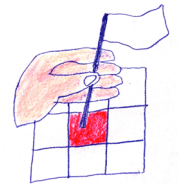
HAVING SAID ALL THAT, LET'S TAKE LOOK AT FOR WHOM WE DO NOT RECOMMEND ORGANISING A COMMUNITY MARATHON, AND WHAT ARE THE AVOIDABLE PURPOSES:

- if the organisation's existing assets, involvable staff, contacts and local embeddedness allow the organisation of smaller-scale events only;
- the organisation's internal staff is responsible not only for setting up strategic objectives but they are also exclusively responsible for the operational implementation of these;
- in the implementation and further development of their activities, they work with a well-defined, small internal team, and community involvement and participation is essentially only an option (tool) and not the end goal towards which they strive;
- both in their resource mobilisation strategy and practice the organisation avoids to complement their operations with support from local business actors or individuals.

It is also important to emphasize that the question "who is or is not a good fit" is not intended to qualify the organisers. In working with communities, there are countless methods available to the practitioner, each of which has its own natural limitations. It is in the light of these constraints and the organisers' own objectives that a responsible professional decision to commit to one or other methodology can be made. We try to contribute to this decision by reflecting on the advantages of this methodology, its limitations and the expectations that arise in practice, with an important basic principle being that, however, it is an achievement at the organiser level if the event itself is successful, this cannot be considered a benefit in itself.



The road to a successful event



The process of organising social hackathons can be basically divided into 3 distinct parts: preparation, the actual 48-hour event and the afterlife. Our Estonian partners, from whom we brought the method home, already commented on our first handbook that the greatest added value of our publication - in addition to the already existing literature - is the richly analysed and documented presentation of the preparation phase. In our current material, which complements our previous experience, the preparatory phase is also emphasised. The 12 steps already identified and detailed (such as clarifying objectives and expectations, or defining the target area and topic, etc.) are of course still an essential part of the preparation phase,

both in terms of content and sequence, but in the next few pages we will also reflect on two of these elements: the planning of the involvement process and the role of team mentors. In other words, those parts of the process that became the most salient and neuralgic during the preparation and implementation of the event in Serbia. Where possible, we will also try to quantify the tasks and objectives to be achieved, illustrated by examples, in order to provide a more concrete path for the organisers to follow in order to make the event a success. For a better and more complete understanding and for an insight into the Pancevolution event, we will also briefly mention the event and the work that followed.



Preparatory tasks for the event

– Theoretical and practical preparation

In addition to theoretical knowledge of the methodology and its application, it is a good idea for the team or some of its members to try out the hackathon themselves. Fortunately, there are now more and more opportunities to do this, both in Hungary and in the neighbouring countries. Whether as a participant, organiser or mentor, it is worth experiencing first-hand how it is done and what it is all about in practice. As for the theory, we can start with the previously referred [Handbook](#), where you will find a detailed, step-by-step description of the basic steps needed to organise a successful social hackathon.

The English version of the [Handbook](#) and the [bilingual website](#) of the previous project were the main orientations for SINHRO staff to choose this method to activate communities in their own city. Thanks to this lucky coincidence, the “Idea Marathon” in Miskolc, Hungary was organised at the beginning of the project period, where nearly a dozen of the organisers were able to participate in person, meet the organisers and experience the environment. These were experiences which were repeatedly used as an important point of reference in the subsequent stages of the organisation.



— Involvement of the participants

As community developers, we believe that for the outcome to be truly successful and lasting, we need to involve the widest possible range of stakeholders affected by the change from the earliest possible stage of the process. We are convinced that the importance, method and possibilities of involvement cannot be over-emphasised too much and too often, so we have quickly found a place for it in this publication. And with concrete examples, we try to make the process more accessible and understandable.

METHODS OF INVOLVEMENT CAN INCLUDE:

- public (pre-)events⁴;
- private meetings (stakeholder interviews);
- personal contacts - direct and indirect;
- communication about the event and the issue in public spaces, social media and/or local media.



⁴Preparatory event, pre-event: recruiting sessions that help to understand and deepen the specificity of the method, while at the same time creating an interest in it. They can be organised independently or as part of other events organised in the settlement. Both have their advantages and disadvantages. During the pre-events of the hackathon, it is advisable to allow for immediate registration of interested parties.

The condition of the settlement and the local community, and the extent and quality of the changes needed

A community planning marathon is in fact a community intervention, or at least a first step towards one. Therefore, if the organiser does not know, or knows only superficially, the settlement or community he wishes to involve, he should take steps to set up a settlement or community diagnosis. The quality and scale of this will of course depend largely on the ambitions, the core activities and the capacity of the organisers. One thing is certain, however: in order to thematise the marathon well, an approach must be adopted to which the local community can and will respond easily. In other words, you need to "throw in" issues and topics that really matter to local people's daily lives!

Once we have identified the right issues/problems/topics in our research, they need to be examined whether they are suitable to be perceived as feasible by the participants who develop the projects/ solutions.

In order to facilitate the involvement of idea promoters and participants, it is useful to talk in the recruitment campaign about the type of solution proposals we are expecting, carefully avoiding direct, concrete proposals, of course, orienting the interested parties in a subtle way. It is also important to communicate clearly that the participants originally approached and involved are expected to play an active role in the implementation of the planned projects.



The Pancevolution team found a theme around which to build the whole event already at the beginning. Urban mobility became the central issue, which then later thematised and essentially constrained the participants and possible ideas and solutions. The usefulness of the theme was assured in several ways:

- On the one hand, the challenges of local mobility (e.g. lack of transport alternatives within the city and related infrastructure, etc.) have been experienced by city dwellers on a daily basis and have been a frequent topic in public discourse;
- on the other hand, the complexity of the topic also offered the opportunity to engage with it at many different levels;
- thirdly, the many practical examples that already exist showed that community-based solutions, responses that build on the community's own resources, can already bring about spectacular change without the need to create the conditions for all improvements at a systemic level.



So the process started from an ideal basis, but the complexity of the topic meant that understanding it was an extra task on top of the already demanding involvement. Thus, the thematisation of mobility as an issue was very partial and remained at the level of information transfer, which made it difficult to connect with the stakeholders. However, those who did invest considerable energy in becoming part of the process were able to experience its positive aspects and all of them became responsible for the afterlife of the marathon. However, building the process of involvement on this commitment is a big risk for the organisers.



Stakeholders to be involved

(organisational, institutional, decision-making agents)

Although the range of people who will necessarily be involved will be determined by the topic chosen, it is worth reaching out to the widest possible audience and engaging people to participate; as diversity and the variety of participants will guarantee innovative solutions to problems that the local community has been living with for decades.

In the Handbook, we have already made reference to who should be considered as participants, as well as why we think it is important to reach out to specific groups and what resources their participation can bring. In this publication, building on the points we made at the time, we also write in detail about exactly how it is worth inviting them to the event and to what extent it is important to do so.



• *Local residents*

Essential participants, of course. They are an unknown crowd. It is worth planning a specific communication strategy to involve them during the recruitment process. The most original ideas usually stem from them! In our experience, a social hackathon event should be planned with at least 40-45 active participants, but not more than 80-90. Aim for the largest proportion of participants to be natural persons, local residents, local patriots. Local residents can be reached primarily through targeted advertising in social media, or, if available, through local media (newspapers, radio, television). The number and frequency of these appearances may vary depending on the length of the campaign and the number of participants registered in the meantime, but the aim should be to achieve the widest possible reach. In practice, this could mean up to 20-30 posts (Facebook, Instagram, TikTok, etc..) and 2-5 appearances in the local press (the costs of which should be taken into account at the beginning) during a 10-week campaign.

- *Students living in the area*

Choosing the right location to reach students can help organisers a lot. For example, organising the event in a local secondary school can give you the opportunity to meet the headmaster, maybe some teachers, workshop leaders, school social workers. Through them we can get our messages to the students in an ethical way, but also very effectively.

- *Local government*

Even those organisations that are more sensitive to their independence should also consider some form of cooperation with the local government for the event. However, it should also be borne in mind that involving and engaging them in the process could be risky, as it could divide participants politically. Their role should therefore be designed to be neutral, expert-level and supportive, but not to influence the event, e.g. to better understand local transport anomalies, the municipality should delegate experts from the municipal operation and maintenance department. An option could be to invite some city officials as members of the jury.

- *Local educational, health, social, cultural institutions*

If the topic chosen concerns the activities of one or other of these institutions, or even if the projects to be carried out are likely to have an impact on them, it is always worth contacting them. As regular actors, they may also be experts, stakeholders and target groups for the planned interventions.

When organising a hackathon event, the target group should therefore be as diverse as possible! It should be consciously avoided that members of one or another stakeholder or affected community dominate the event.





During the organisation of the Community Marathon event in Serbia, the main focus was also on reaching out to and involving local residents.

During the preparatory events and the online campaign, the organisers focused on the widest possible audience, trying to cover almost all segments of the mobility issue (public transport, individual mobility options, etc.). The thematic coverage of mobility issues in Pancevo was a great boost, as the topic and its actuality had never been discussed in such an organised way before. All the preparatory events were attended by more participants than expected, raising the sustainability aspect of the issue and making cycling an increasingly popular mobility option along the emerged ideas.

Involving young people was an obvious choice, as all of SINHRO's previous projects have focused on this age group. The more active members of the groups reached were expected to be both idea promoters and team members, but they were also involved as volunteers in the running of the event during joint preparatory sessions, and a significant part of the logistical tasks could be delegated to them, freeing up considerable resources on the organisational side.

The organiser's dilemma of involving the municipality was also an issue here. Beyond finding the ideal distance, the real question was whether to engage a stakeholder who could provide a professional and/or advocacy contribution relevant to the topic during the event, and during the implementation of the ideas developed. A professional consultation in a narrow circle prior to the marathon finally succeeded in bringing to the table a professional group of people from municipalities, public institutions and other institutions and organisations providing transport services, who gave the organising team a better insight into the urban specificities of mobility. In addition, the feedback received showed that the meeting had the added value of being the first time in years that these actors had met on such a platform, which again raised the need to organise the discussions into a process. It also gave space to the public demands amplified by the organisers, which triggered processes in a number of areas, independently of the organisers. All of these influences had a very productive impact on the afterlife of the hackathon, as the channels through which the needs and ideas of the local community could be communicated to decision-makers became visible.

All of this perhaps illustrates the many levels of positive impact that can be generated by broadening immersion and involvement as widely as possible and involving as diverse a group of participants as possible. In the end,

we were able to witness limited version of these during the main event due to the low number of participants, which might generate a motivation in the organizing team to give the method another try.



Intensity of involvement, recruitment

The time and intensity of the work needed to involve participants and idea promoters depends to a large extent on how much time and capacity the organiser has before the event. For organisers with less experience, the main rule is usually to start reaching out to the abovementioned groups six months before the event. However, it may not be a good idea to start earlier, as this may not be a timeframe that everyone can see, and may reduce the excitement that can be generated.

How this period unfolds, what events, actions and communication campaigns are needed to create an event of the ideal size and composition, is influenced by a number of things. These variables should be thoroughly consulted during the process mentoring. The use of different communication tools may be appropriate in order to reach the expected participants and idea promoters from different areas.

In addition to the fact that it is not only quantitative aspects that need to be taken into account, still, the most critical aspect of the organisation is the number of participants attending the event. As will be seen in the next chapter and in the Serbian example, the dominance of mentors rather than participants -due to lack of alternatives- has a significant impact on the work within teams. This uncomfortable situation for everyone can be prevented **by monitoring the process of involvement, evaluating it on the spot and making the necessary adjustments in time!**



— Selection and training of team mentors

The mentors' personalities, expertise and knowledge are always adapted to the type of the given event. During the intensive process of a hackathon, difficulties and stumbling blocks are bound to arise within the teams, but if a skilled facilitator is present, the teams can overcome these obstacles much more quickly and focus more effectively on developing creative solutions. Finding the best team mentors can therefore be a key factor in determining the effectiveness and subsequent impact of the whole process. As organisers, we are responsible - in fact, we are primarily responsible - for giving the players involved a credible, convincing picture of what community design processes are like. We have already described in the Handbook what a transformative change a social hackathon can bring to the life of the average person 'off the street' who knows little or nothing about civic engagement. These changes at the individual level create opportunities for change at the community level.

Team mentors need to have a deep understanding of the nature of community processes and be good at motivating and facilitating the team they are assigned to. It is a recurrent concern to choose professionals who can resist not to steer teams towards their own solutions, but to support them in finding them themselves, after having a thorough understanding of the project environment.

Mainly based on the lessons learnt from the Serbian implementation, in addition to emphasising the above, we would like to add an extra element to the team mentors' preparedness palette: how to manage and support group dynamics during the event when there are not enough participants to form teams of optimal/sufficient size. This is an eventuality that organisers should expect by default, so it is also important to mention and script in the training of team mentors what the expectations will be for the mentoring work if this situation occurs.



Because it is certain that such an incident fundamentally affects and sometimes distorts the supportive, accompanying role that team mentors play, it is important to recalibrate the extent and elements of mentoring intervention in order to minimise the damage to the teams' autonomous project development process. As the dynamics of the event on the spot do not allow much time for re-planning, the importance of a pre-prepared Plan B is very high. Plan B can include the merging of teams at the beginning of the hackathon according to specific criteria, or, in the last resort, the postponement of the whole event. Of course, it is good for the organiser to anticipate this (see above, monitoring the engagement process).

The Pancevo event also applied the same basic criteria for selecting mentors as described above. Local actors with expertise in the field, as well as in facilitation and project development, were engaged in the hackathon. Their preparation was carried out in several stages, and in addition to team-building, the tasks and attitudes that would arise during each phase of the event were discussed in detail. Dilemmas, potential risks and challenges of the role were discussed. However, we were all confronted with the low number of participants compared to the

planned number after the event had started, so we had no prior knowledge of how this would affect the work of the team mentors. What we learned during the event, and what is very important for the evolution of the method, is how mentors become participants in their teams and thus content shapers in the process of developing ideas into projects. In the end, this intervention, which could be seen as a boundary-crossing by default, proved to be indispensable in ensuring that participants really follow the path that the hackathon offers them during the event. As for how this affects the afterlife of the teams and projects, we still have very rudimentary feedback, so it is definitely worth looking back at a later point in the process to get a truly valuable response.



Running the event

In our [Community Planning Marathon](#) handbook, you will find a detailed description of exactly how the event takes place, when and what has to happen, what the sequence is, who is responsible, etc.

This phase of the process was carried out during the Pancevolution according to the previously used and refined schedule, giving the right dynamics to the 48 hours. Following the recruitment talks, 4 teams of participants were formed for the duration of the marathon, working with 2 mentors on the ideas they had brought, which were evaluated and awarded prizes by a jury of 3 at the end.

Afterlife

As far as the implementation of projects is concerned, there are several scenarios. The original Estonian model more or less lets go of the teams' hands and does not consider to be its task to follow up and support them. And if we look at the Hungarian practices, without exception, we see that the organisers try to provide professional and financial support to the teams of the event, according to their capacity.

At the first event in Hungary, organised in the North of Borsod-Abaúj-Zemplén county, mentors committed to the teams that were formed.

In the IX district of Budapest, in addition to the prizes, the organiser Ferencváros Community Foundation offered three selected projects the chance to participate in a community fundraising event. The latter event provided direct financial support of more than HUF 3 million.

The main focus of the Miskolc Idea Marathon was participation, i.e. involving citizens as much as possible in the decision-making process. The organisers worked closely with the local municipality to recruit and engage with the project ideas that emerged, led by the mayor who chaired the jury.

For our part, we urge the organisers to be involved in the post-event processes. On the one hand, this helps to formalize the contact with the participants, and on the other hand, it is a matter of ethics to provide a safe background for the people involved by the organizers and committed to action.

As we approached the event, it has become increasingly important for SINHRO to answer the question for the teams and for itself about exactly what level of presence they want to have around the implementation of ideas after the event. Mobility as a topic did not really fit the profile of the organisers, nor did they feel it was their task to become professionally competent players in the field of transport and sustainable mobility. Fortunately, the final conference provided an opportunity for the teams to meet and connect with the experts they had already met, with the promise of a professional cooperation. And SINHRO, as a community space, has committed to continue to provide physical and intellectual space for the teams participating in the event, in order to make the projects a reality.



How does HACD support the planning and implementation of the hackathon?

Besides the fact that during the project - as the "creators" of the methodology - we had the clear task of supporting and mentoring our Serbian colleagues, it also became our ambition to learn and develop in this field, while continuously reflecting. Mentoring and process monitoring requires a different kind of preparation, not only professionally, but also humanly, since our indirect impact on implementation means that expectations and expected results must be set at a completely different level. In the meantime, it is perhaps important to emphasise that the method still held a number of hidden questions and decision situations for us, which came about because we tried to operate it in a different context, so in addition to finding the role of mentorship, it was a continuous task to professionally rethink and redefine the methodology and to understand it. Our Serbian partner has a great merit in being able to include our role as process mentors in this publication.

What we mean by process mentoring

Our process mentoring role is a supportive involvement in the organizing process in a way that does not influence the local organizer in its basic objectives, but orientates it in a direction that serves the original mission of the method. The cooperation is based on a contract, in which, in addition to the objectives,

the tasks and deadlines assigned to each actor are set out.

A framework that is agreed by both parties provides certainty for the future and even in the event of a redesign.

Stages of the process mentoring activity

Just as the process of organising a hackathon can be divided into several phases, the process mentoring support can be basically divided into two phases.

The first stage is **to make it clear to the local organising team or organisation why they are organising a hackathon and whether they can actually do it**. They know what theme or themes they are going to address. Decide whether they have the intention to work with the participant they want to involve beyond the event, or with the project plans that will emerge.

The second phase is designed to ensure a successful, **smooth implementation**. The [Handbook](#) on the methodology published in 2021 details the steps that the organiser will need to take during the preparatory phase. During the mentoring process, we will assess together where there is a need for reinforcement and support.

Framework for optimal cooperation

As a mentor, we can provide the following for aboves:

- provide basic methodological knowledge, theoretical and practical tools;
- familiarisation with the whole process;
- demonstrate the consequences and expected impact of one or another method or decision through examples.
- assessing and planning the composition and capacity of the organising team.

The elements of practical support may include:

- professional and methodical preparation and planning of individual actions, events and activities;
- budget planning;
- planning the communication strategy;
- possible outsourcing of certain tasks;
- monitoring and evaluating the progress of the involvement and organisation;
- planning the selection of team mentors and "special mentors", training and coaching of actors;
- planning the selection of the jury, and training the actors;
- criteria for the selection of the venue;
- assessment and planning of the catering during the event;
- planning the number of volunteers.

The first and most important condition for good and effective cooperation is good communication between the organiser and the mentoring organisation. It is useful to be prepared for both foreseeable challenges and force majeure situations. Consensual solutions should be planned.

It is also important to know the organiser's team's capacities and to map its internal and external resources and reserves. During workshops, it is worth modelling how much time and resources are required from the team for each sub-task. A key question is how the implementing organisation can distribute or outsource the tasks.

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What we offer to the organisers

Occasional consultations

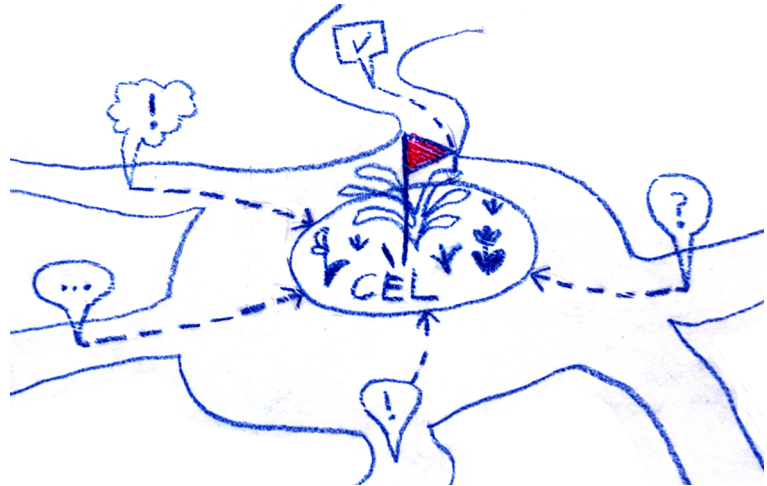
In terms of our role, we have tried to make visible and understandable the tasks and activities that we can do to be present in a supportive process, and we have also made reference to the approach we like to take when working with others.

We conclude with some thoughts on the concrete ways in which we can connect with professionals who decide to try this method in their own field and feel it is beneficial to have someone alongside them for a while.

The face-to-face or online occasional consultation (90') is recommended mainly at the beginning of the process, when we can take a look together how the method fits the organiser's goals and possibilities and whether it is worth to start organising at all.

Tasting workshop

In addition to the occasional consultation, there is also the opportunity to experience the specificities of the method. Our few hours long introductory workshop (180-240') will simulate the different stages of the process and the atmosphere of the hackathon.



Study tour

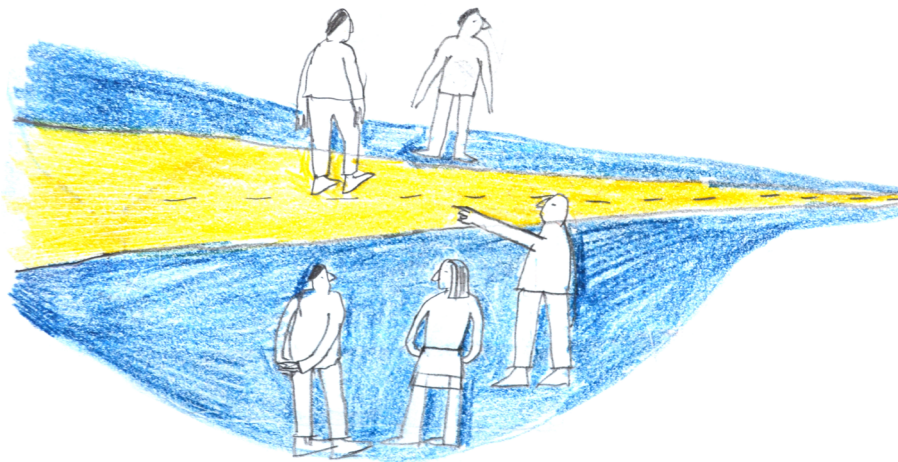
Similar events are increasingly being organised in our professional circles, both in Hungary and abroad, which offer a good opportunity to gain first-hand experience of the method. Participation in such an event (3 days, typically a weekend) is useful at any stage of the process, during which, in addition to the organisation of the event, we also provide an opportunity to meet the organisers, professional colleagues and exchange experiences.

Training

During the training, in-depth and sequenced workshops (2-3 days) will familiarise the organisers with the main professional and logistical situations, decision points and considerations. During the training, we have the opportunity to develop the whole process of organising a community marathon, from preparation to after-life.

Process-monitoring Consultation

During implementation, we offer regular process monitoring (90 'session) to track progress in a reflective way, fine-tune necessary changes together, monitor and evaluate the progress made and the way ahead.



PLEASE FEEL FREE TO CONTACT US: WE ARE HAPPY TO ANSWER YOUR QUESTIONS BY EMAIL OR BY PHONE, WHETHER YOU HAVE A QUESTION OR A MORE COMPLEX PROBLEM.

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