

## **How have previous 2.009 teams selected their final presenters?**

The success of the final product launch depends on the entire team, as members work to conduct further product testing, refine the design, plan presentation logistics, craft the presentation story, create slides, and ultimately complete a working and polished prototype. After all of this hard work, a select group of final presenters assume the responsibility and honor of introducing the prototype to the larger MIT community and the public. Since the final presenters serve as the faces and voices of the team, their selection should be an intentional and transparent process that serves the team well. Additional team members may also join the final presenters on stage to participate in the Q&A session that follows each presentation.

**Below are four different strategies for selecting final presenters that have been used by previous 2.009 teams.** You may choose to adopt one of these approaches, a combination of them, or develop an entirely new process that works best for your team.

### **Strategy 1: Apply for the job with a 2.009 presentation “resume”**

*“The past will help us choose the future”*

1. In lab: Interested team members voice their desire to present in Kresge.
  - Teammates may also nominate others, who may accept or decline their nomination.
  - SIs discuss expectations for presenters (e.g. time commitment for preparing the presentation while helping build the product, attending rehearsals and presentation tutorials).
2. Outside of lab: Each interested candidate emails the SIs the following:
  - Brief statement (100wd max) on why they want to present and why they would be effective
  - Link to their previous 2.009 presentation (e.g. 3-Ideas, Mockup, Tech Review video) from the 2.009 website
3. Outside of lab: SIs compile the candidates’ statements and presentation links in a document, and create a form for voting.
  - SIs encourage the team to read through the candidate statements, watch each candidate’s past presentation video, and vote for their top 3 candidates in the online poll.
4. In lab: SIs share the results of the poll and encourage discussion.
  - Presenters and an alternate(s) are selected, officially.
  - Team members also discuss who should join the presenters on stage for the Q&A.

#### Benefits:

- Identifies candidates with proven 2.009 presentation experience
- Team have knowledge of and confidence in the delivery and style of the presenters

#### Limitation:

- May limit the pool of potentially effective candidates

### **Strategy 2: Vote and decide ASAP**

*“Let’s get this done now”*

1. In lab: Team members voice their desire to present in Kresge.
2. In lab: Each candidate speaks informally for ~1 minute, addressing their particular interest in the product, their experience with speaking, and the part of the presentation they feel most competent to address.
3. In lab: Electronic ballot is created, team members vote for 3 presenters; if necessary a runoff poll is conducted.

Benefit:

- The decision is made quickly and feels “democratic”

Limitations:

- It’s easy to get caught up in the moment and neglect to examine all of the information available.
- Sometimes the team can be enthusiastic about a candidate for reasons that “feel right” but don’t translate well to the actual presentation.
- It might be easier for dominant personality types and/or members of the dominant culture to be selected.

### **Strategy 3: Live auditions for team voting**

*“Let’s see what you can do”*

1. Outside of lab: SIs poll team members about their interest in presenting.
2. In lab: All interested candidates deliver a brief (1-2 minute) audition presentation on any topic of their choice, or a topic related to the final product.
  - Each candidate projects a slide listing relevant skills and interests in presenting.
3. In lab: Team members vote for their top 3 preferred candidates and selects the final presenters.

Benefit:

- Gives all interested candidates a chance to try out

Limitation:

- Reviewers might have differing selection criteria

**Strategy 4: Sub-team selects knowledge-specific candidates**

*“Delegate and trust”*

1. In lab: A presentation sub-team is created to identify the core content areas of the presentation, team members who have demonstrated effective presentation skills and knowledge of specific content areas, and any additional considerations, such as desired presenter demographics (gender, ethnicity).
2. In lab: Presentation sub-team reports the 3-4 main areas that need to be covered in the presentation, recommends multiple candidates for each area of the final presentation, along with recommendations for Q&A participants and demographic make-up of the final presentation team.
3. Outside of lab: Online poll is created, and each member votes for their preferred candidate for each area of the presentation.
4. In lab: Sub-team announces results and presenters are confirmed.

Benefits:

- Focuses on knowledge
- Opens up a potentially more diverse pool of candidates (potentially gives a “dark horse” a chance)

Limitation:

- Process might feel overly complex