

## Welcome to the Flying Labs Global Model

### *The Flying Labs Framework*



The Flying Labs network is co-created by WeRobotics and local experts in the “Global South” through a well defined, tested and constantly evolving framework. This framework includes the 2 models that allow the network to grow in size, quality and sustainability:



#### “Local” model

**Allows local organizations with a proven track-record to join the network through affiliation to grow the network in size.**

The main elements of this model are the Flying Labs Guidelines and the annual renewable license. Discover the guidelines [here](#).



#### “Global” model

**Brings individual Flying Labs together to grow a strong and sustainable global network.**

This model allows each Flying Labs to actively manage its qualitative aspects, by identifying its strengths, gaps and improvement opportunities and understanding how they progress. It also allows to keep track of how and where the whole network is growing.

This document summarizes why the “Global” model is an integral part of the Flying Labs framework, how the model works and what various elements make up the model.

For any questions, please contact your WeRobotics Community Coordinator if you are already part of the Flying Labs network. If you are not part of the network (yet) and are interested in learning more on this model, feel free to contact us at [humans@werobotics.org](mailto:humans@werobotics.org).

## ***Why is the Flying Labs Global Model needed?***

“A network is only as strong as its weakest link”. While each Flying Labs is fully independent in their local activities, each is also part of and makes up the global network. The stronger the network grows as a whole, the more sustainable each Flying Labs become. As such, each Flying Labs has its role to play to contribute to the overall success and strength of the network. To be able to contribute, each Flying Labs needs to know the unique strengths they bring to the network, the gaps they can fill and how they can improve and become stronger.

## ***How does the Flying Labs Global Model work?***

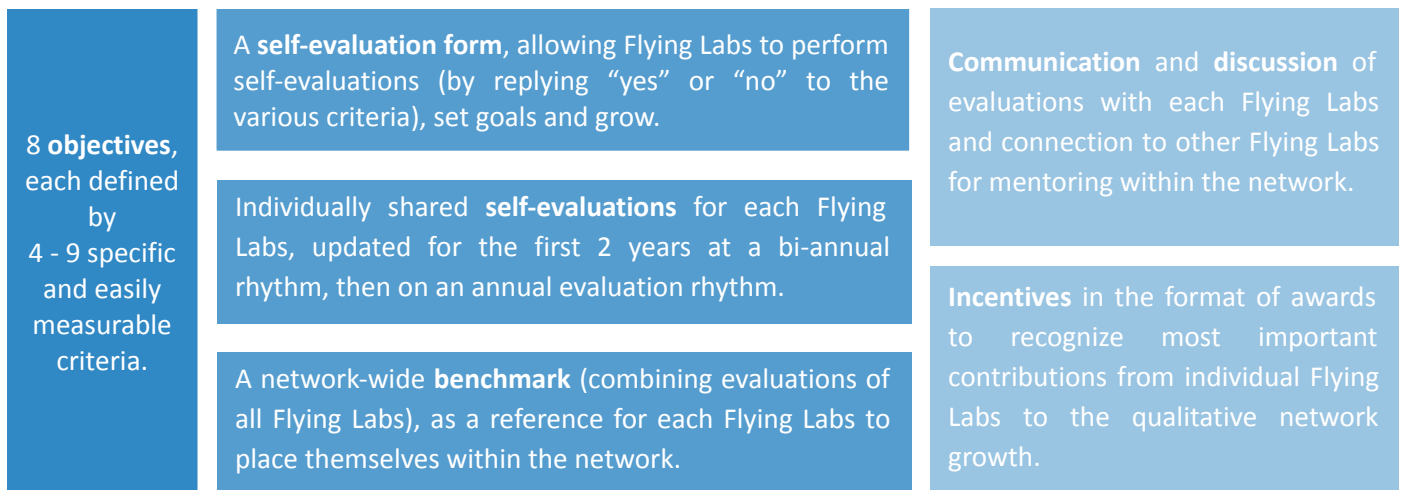
The “Global Model” allows each Flying Labs to start out with a baseline evaluation, which Flying Labs can then build on to become stronger by tracking their growth through bi-yearly evaluations.

Based on these self-evaluations, each Flying Labs decides on their growth goals and what gaps they want to improve on. The evaluations also show each Flying Labs’ strengths that they can then share with their colleagues in the network, to help them become stronger.

Combining the individual evaluations also allows to create a network-wide benchmark. This gives each Flying Labs the possibility to place themselves and their skills within the network and contribute to more South-to-South collaboration. In addition, knowing which areas Flying Labs want to improve allows WeRobotics to direct its efforts and resources effectively, and support the gaps identified by the network.

## ***What makes up the Flying Labs Global Model?***

The model is made of following parts:



All elements of the model have been co-created with 10 Flying Labs in Spring 2020, then tested during a 2-month pilot phase in summer 2020 by the same labs. The Co-Creation process as well as the pilot phase allowed us to put together a practical and impactful development tool that is light in design, unbiased and easily applicable.

Before each bi-yearly evaluation round, the criteria are revised and updated, based on feedback received from Flying Labs and evolutions of programs, tools and resources.

### 2.1 Objectives

The 8 objectives represent the building blocks that make up the Global Model. Each objective is defined by a number of measurable criteria. The objectives as well as the criteria will evolve over time, to adapt to the qualitative growth of the network.



#### PROFESSIONALISM

Standard Operating Procedures / Active use of checklists / Flight logging / Pilot Certifications / Proof of insurance (where available) / Project management skills / Knowledge / integration of other data sources such as satellite and other remote sensing data



#### EXPERTISE

Expertise on data processing and data analysis / Knowledge on producing insights and data products / Sector knowledge of the 5 key sector programs / Other specific expertise



#### IMPACT

Impact of trainings (number of people trained and variety of trainings proposed) / Impact of projects (workflow integration and data-driven decision making) / Turning Data into Action / Variety of SDGs targeted



#### SHARING

Publication of use cases / Blog posts & social media posts / Conferences attended / Guidelines & workflows produced and shared / Events organized (demos, conferences, youth programs, knowledge sharing days, etc.)



#### COLLABORATION

Joint trainings, projects & events organized with other Flying Labs / Support and mentoring of other Flying Labs / Active promotion of the Flying Labs network / Active collaboration in working groups / Use of collaboration tools



#### ETHICS

Community engagement organized / Consent from stakeholders to acquire and use their data and/or do drone activity in their community / Data sharing defined for projects / Actively promoting ethical behavior / Consent for photos and videos



#### PARTNERSHIPS

Number and diversity of partners / Activities for ecosystem building / Number and diversity of supporters



#### SUSTAINABILITY

Diversity of Revenue Sources / Degree of economical health / Number and skills diversity of team members

### 2.2 Self-Evaluation Form & Help Guide

The self-evaluation form, including the detailed criteria making up each of the 8 objectives, allows Flying Labs to perform their self-evaluations. To allow for a simple evaluation process, the only 2 answers possible for each criteria are “Yes” or “No”, based on fixed conditions for each criteria (also part of form).

To support the self-evaluation process as well as the opportunity for Flying Labs to grow and improve on the individual criteria, a detailed Help Guide has been developed. The goal of the guide is to provide Flying Labs with:

1. The most important information related to each criteria (detailed description and example) to help during self-evaluations;
2. The resources and tools needed to achieve each criteria and grow.

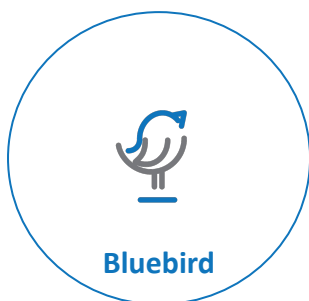
Each self-evaluation is followed up with a final evaluation call between each Flying Labs and WeRobotics, to discuss and validate the outcomes together. These calls also allow to gather feedback and adapt the model to evolving needs.

### 2.3 Individual Flying Labs Evaluations

Each Flying Labs receives the outcome of their self-evaluation in the form of a one-page document. This document is private, and is therefore neither shared with other Flying Labs nor publicly.

The one-page document includes a graphical representation showing the percentage (%) reached for each of the 8 objectives (see following page for examples). For the first 2 years, evaluations are repeated bi-annually to support growth early on. After 2 years, evaluations are then performed on a yearly basis. However, Flying Labs can decide if they would like more frequent evaluations, which they can request on demand. Flying Labs who have not grown over the first 2 years, bi-annual evaluations will continue to support growth.

To build a common language for growth, the document includes a summary of the 8 objectives with pre-set levels. Using such levels allows Flying Labs to share with each other where they stand in an easy way. To stay in line with the idea of “Flying”, the levels are named after birds. Discover the 4 levels and what the birds symbolize here:



#### Level 1:

#### 20% - 40% of evaluation

The bluebird symbolizes prosperity, happiness, harmony, the arrival (of spring), and good luck. Blue is also the colour of Flying Labs, so for us it symbolizes becoming part of the network and the community.



#### Level 2:

#### 41% - 70% of evaluation

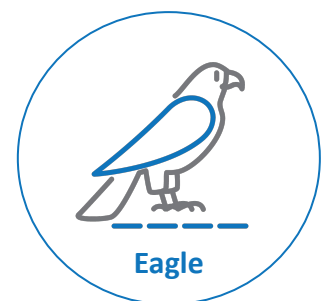
The sparrow symbolizes teamwork, protection, joy, community and hard work.



#### Level 3:

#### 71% - 99% of evaluation

The falcon symbolizes speed, superiority, determination, loyalty, strength, wisdom, freedom, ambition, focus and aspiration.



#### Level 4:

#### 100% of evaluation

The eagle symbolizes inspiration, victory, longevity, speed, pride and royalty.

## 2.4 Network Benchmark

All individual Flying Labs' evaluations are combined into an overall network benchmark (expressed in %). This benchmark is visible to all Flying Labs in the graph of their individual evaluations and can be used as a reference for each Flying Labs to place themselves within the network.

The benchmark also allows WeRobotics and the Flying Labs network to track how the network evolves over time. In addition, this information is also relevant for donors and partners who are interested in learning about the qualitative growth of the network and is shared on request.

## 2.5 Public communication on individual evaluations

We plan to create a specific section on Flying Labs' individual website pages after 2 years of evaluations. The goal is to show for key strengths of Flying Labs and communicate the levels described in point 2.3. Flying Labs have however the choice if they wish not to communicate this information publicly.

After 1 year of evaluations, an overview document of all the Flying Labs and their current levels will be created for internal communication. The goal of this document is to identify each other's strengths and to reach out to other Flying Labs for support and mentoring within the network.

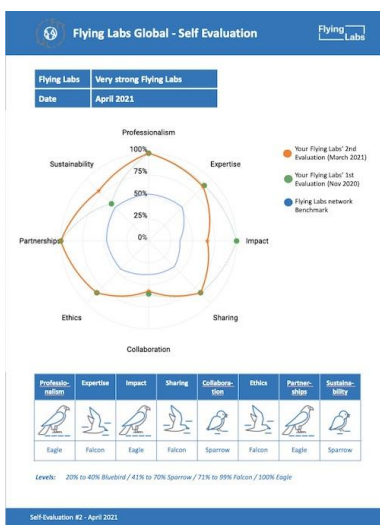
## 2.6 Incentives

After an initial implementation period of 2 years, we plan to start recognizing the most important contributions from individual Flying Labs to the qualitative growth of the network. Recognitions will be made annually in the form of awards. Following award categories have been co-created together with Flying Labs:

- "Objective Champions" (8): award for highest evaluations per objective (one for each objective)
- "Growth Champion" (1): award for the most important growth within one individual Flying Labs from one evaluation to the other
- "Seed Champion" (1): award for the Flying Labs who has most helped others to grow, through mentoring and collaboration (this award will be awarded by Flying Labs)

In addition to the awards, there are also specific incentives for Flying Labs with very high levels, like for example individual Email addresses for team members, representation of the network in events and interviews, etc.

## 2.7 Examples of One-page Evaluation documents provided to Flying Labs



Just like the “Local Model” has been evolving over the past years, the same is the case for the “Global Model”. Introduced and first applied in October 2020, we are learning together on how to best adapt the model and criteria to support the continuous growth and changing needs within the network. Each evaluation allows us to make minor improvements to the various elements making up the model, as well as the model as a whole. We however do not foresee any major changes over the first 5 years to guarantee the traceability of growth and success as each change, like for example an additional criteria, has a direct influence on the level of performance and benchmark.

The initial model has been inspired and co-created by many bright minds. We are very grateful and would like to thank the following organizations and individuals who have contributed their ideas, insights and experiences to create this first edition of the “Global Model”:

- > The 10 Flying Labs for co-creating and testing the model, allowing us to come up with a strong and SMART model for the network wide implementation: Jamaica Flying Labs, Panama Flying Labs, Papua New Guinea Flying Labs, Peru Flying Labs, Philippines Flying Labs, Namibia Flying Labs, Nigeria Flying Labs, Senegal Flying Labs, Tanzania Flying Labs, Uganda Flying Labs
- > The Hewlett Foundation and the Autodesk Foundation for inspiring and motivating us to continuously improve our model and dedicate efforts towards the qualitative growth of the network as well as for supporting us actively with their experiences, insights and ideas during our model design process.