



ATLAS III LEADERSHIP DEVELOPMENT TEAM

Developing future leaders of At-Large; nurturing their abilities to become thought leaders and change agents who will effectively implement what has resulted from the Review Process.



GOALS AND OBJECTIVES

GOALS

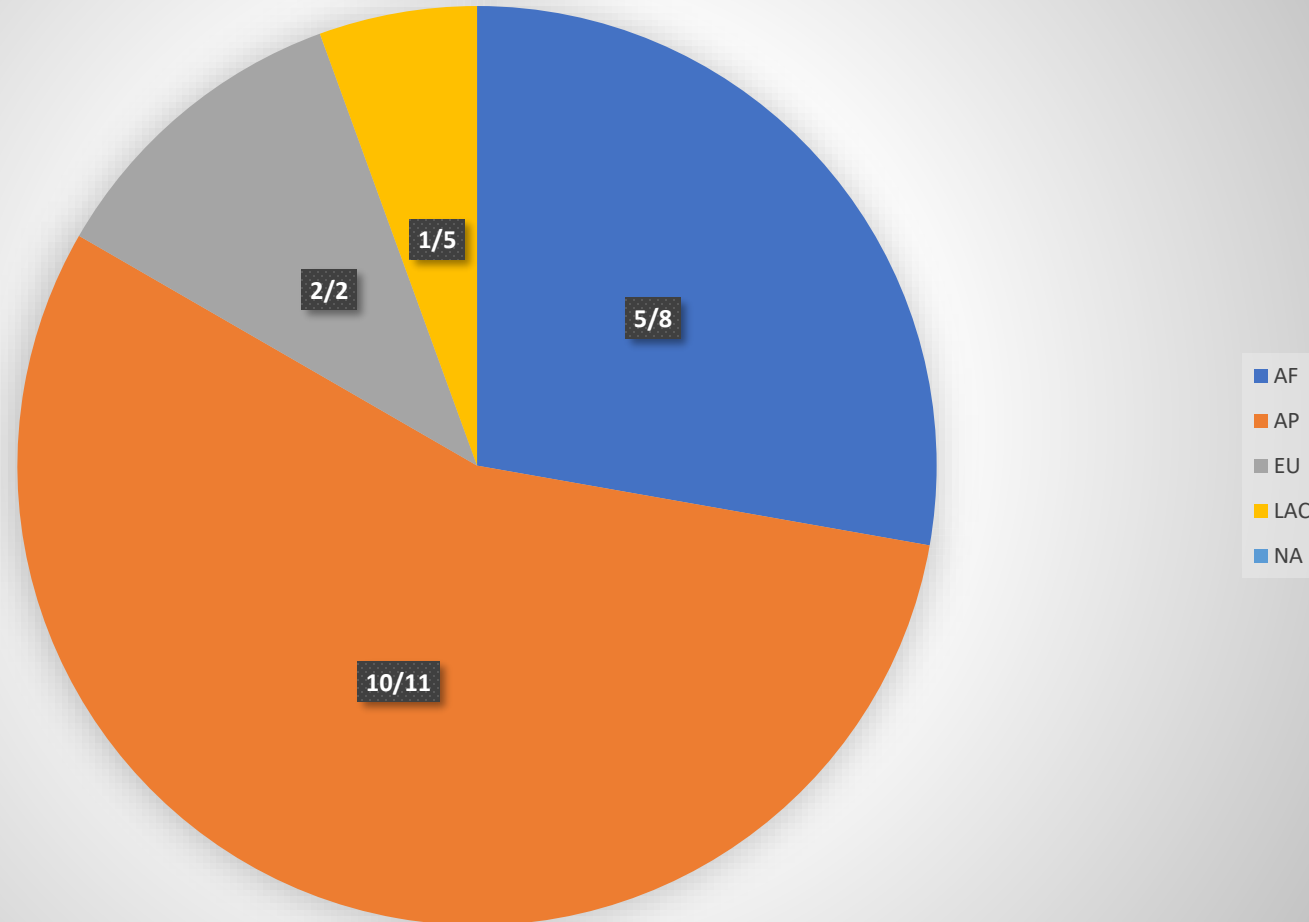
- To build strong leadership skills within At-Large that will develop competent, visionary and policy-focused leaders who will not only advocate for the rights and interests of Internet end-users within ICANN, but also appropriately represent the interests of ICANN within their local and global outreach and engagement.

OBJECTIVES

- Develop a set of demonstrable criteria to select 60 already active At-Large invitees to ATLASIII
- Support the Programming Team's preparatory program for prospective applicants
- Identify and encourage the development of an individual policy focus for each invitee
- Incorporate a mentorship programme to build leadership capacity among the invitees that will create a strong contingent of potential leaders within the ALAC, RALOs and Working Groups

LDT Survey Results

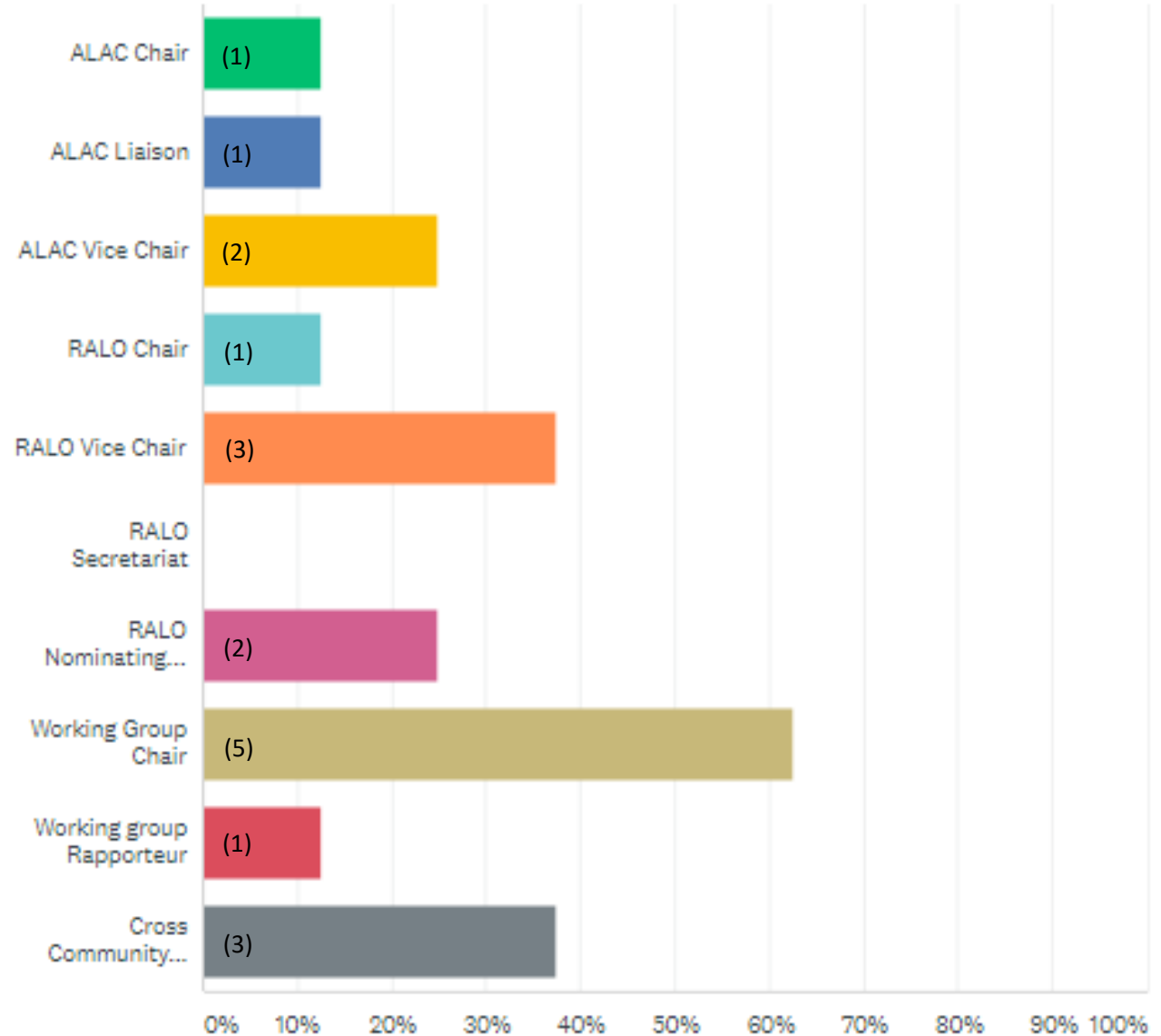
Distribution of the 18/27 survey participants



Ever held a leadership role?

(Q3) 8 participants have held a variety of leadership roles in At-Large.

(Q5) 2 held a leadership role outside of At-Large

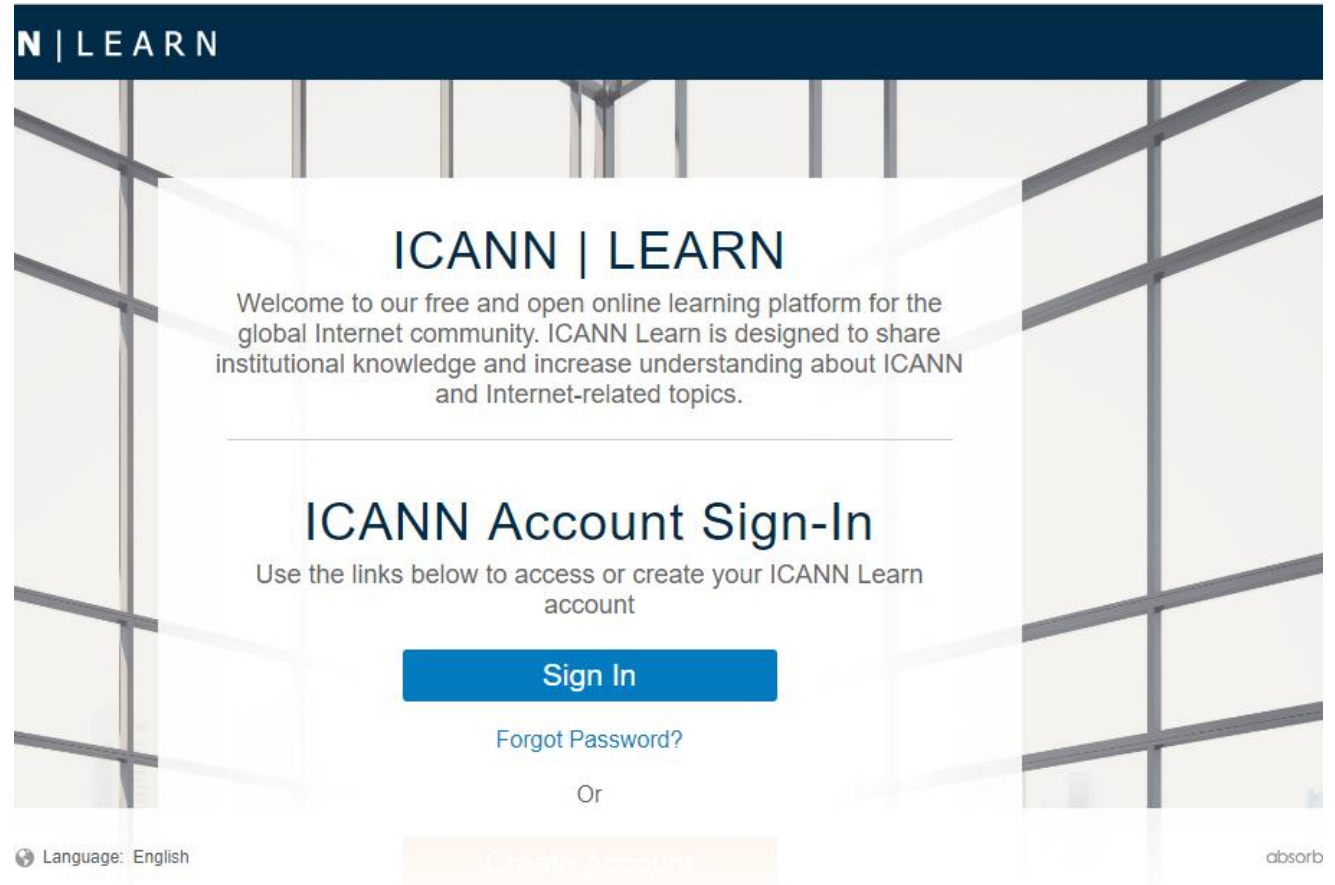


Completed ICANN Learn courses?

- 60% say yes

They recommend:

- Introduction to ICANN 102.1
- Digital Trade and Global Internet Governance 501.1
- Demystifying the DNS
- The ICANN PDP Process
- Others recommended ICANN Learn to get a basic understanding about ICANN



The screenshot shows the ICANN Learn sign-in page. At the top, there is a dark blue header with the text "N | LEARN". Below this, the main content area has a light background with a grid pattern. The text "ICANN | LEARN" is centered, followed by a welcome message: "Welcome to our free and open online learning platform for the global Internet community. ICANN Learn is designed to share institutional knowledge and increase understanding about ICANN and Internet-related topics." Below this is a horizontal line, and then the heading "ICANN Account Sign-In" is displayed. Underneath, it says "Use the links below to access or create your ICANN Learn account". There are three main buttons: a blue "Sign In" button, a blue "Forgot Password?" link, and an orange "Create Account" button. At the bottom left, there is a language selector showing "Language: English". At the bottom right, the word "absorb" is visible.

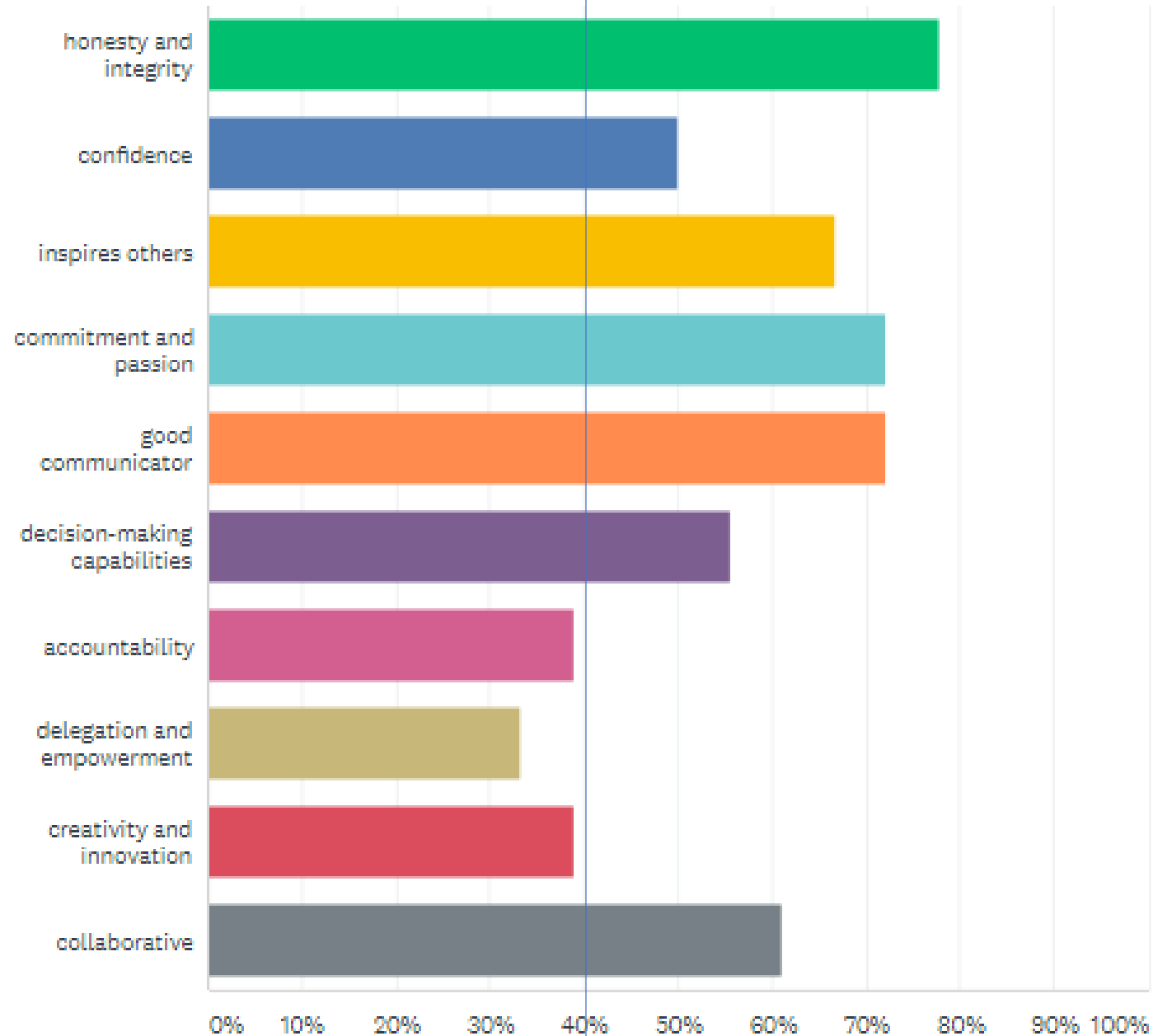
Been a mentor?



- 8 (45%) have been a mentor
 - 7 within ICANN
 - 5 within At-Large
- 7 have also been a mentee

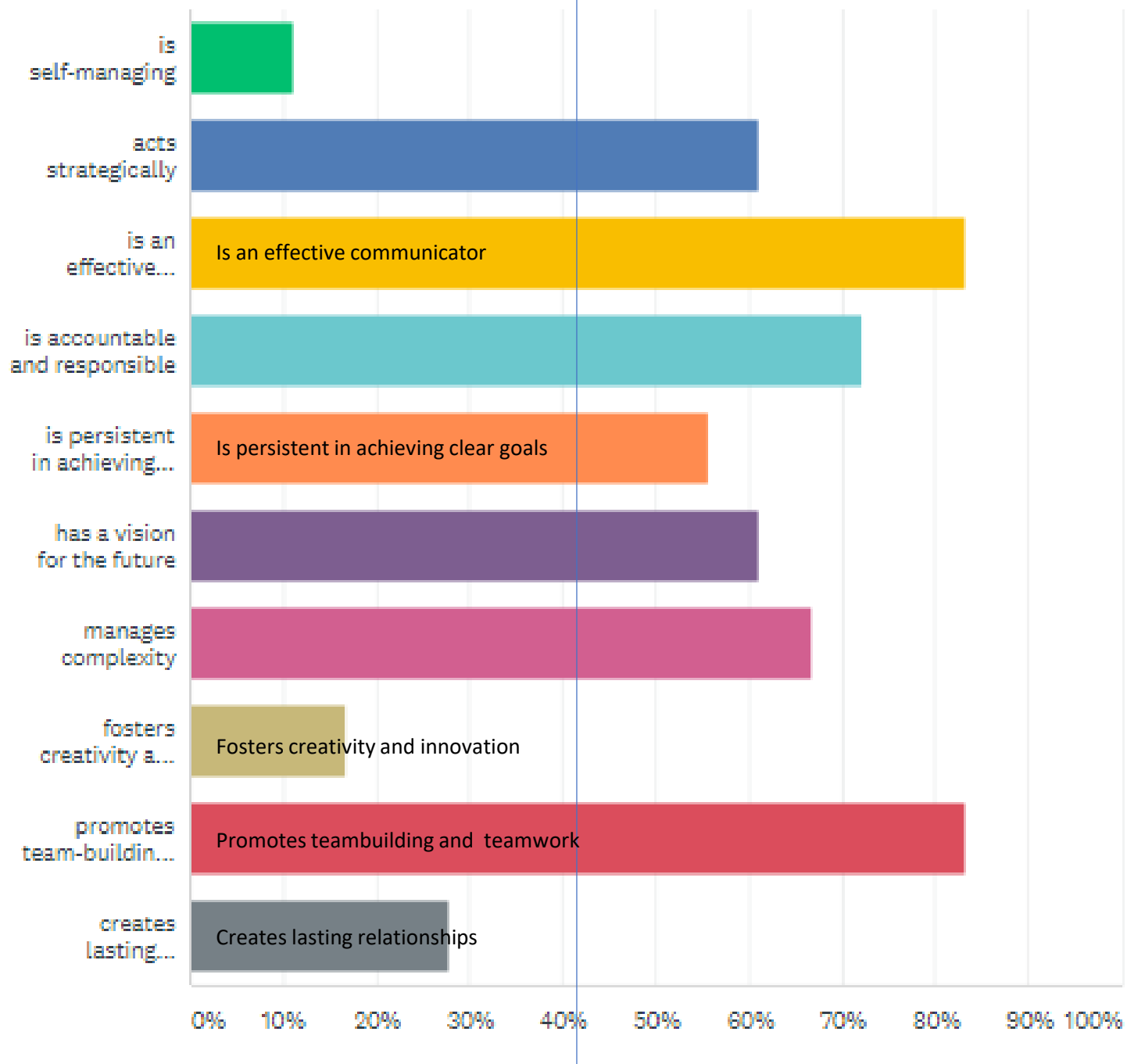
Important traits of a good leader

Traits are characteristics you are born with.



Important attributes of a good leader

Attributes are what you learn.





Important Skills for a Leader of At-Large

- Purposeful mission and vision for the future (9)
- Effective communicator, articulate (9)
- Ability to organise, lead by example (9)
- Motivate and inspire/carry others along (9)
- Accountable, Responsible, Honest (8)
- Collaborative / team player (6)
- Team builder / interpersonal skills (3)
- Management / planning & delivery skills / efficiency (3)
- Commitment / passion (3)
- Understanding the Internet ecosystem (2)
- Gains knowledge quickly (2)
- Experience and background in ICANN (2)
- Creating and building relationships (2)
- Is confident and proactive (2)
- Vocational training (1)
- Transparency (1)
- Tolerance (1)
- Time manager / can juggle demands of time (1)
- Strategic thinking skills / can deal with complex situations (1)
- Mentoring (1)
- Consensus building skills including specifics on processes to use (1)



Important Knowledge for a Leader of At-Large

- ICANN mission, organisation & procedures / objectives & working tools (8)
- Can lead in Policy affecting the user community (6)
- ICANN – history, structure, hierarchy, ecosystem (5)
- IG Principles and Global IG process (5)
- Leadership is not just to lead, it is giving opportunities (5)
- Can chair meetings effectively (3)
- Understanding the impact of PDPs (2)
- Digital inclusion, accessibility and empowerment (2)
- Minimum knowledge about the DNS (2)
- Tools for effective and successful communication(2)
- Industry status and trends (1)
- Strategic management (1)
- Understand what ALSes want and need (1)
- Internet related knowledge (1)
- Management/planning and effectively managing projects and meetings (1)
- ICT for Education and Development (1)
- Diversity, Youth and Internet (1)
- Empowerment and skills identification and development in others (1)
- Privacy and confidentiality (1)



GOALS AND OBJECTIVES

GOALS

- To build strong leadership skills within At-Large that will develop competent, visionary and policy-focused leaders who will not only advocate for the rights and interests of Internet end-users within ICANN, but also appropriately represent the interests of ICANN within their local and global outreach and engagement.

OBJECTIVE

- Develop a set of demonstrable criteria to select 60 already active At-Large invitees to ATLASIII

TRAITS

ATTRIBUTES

SKILLS

KNOWLEDGE

LDT CRITERIA WORKING GROUPS

- LDT SubGroup #1

Tijani

Abdeldjalil

Gabdibé

Pastor Peters

Amrita

Kaili

Syed

Destiny

- LDT Subgroup #2

Justine

Abdulkarim

Michel

Aris

Priyatosh

Shaila

Natalia

- LDT Subgroup #3

Lianna

Sandra

Ejikeme

Vernatius

Amir

Eranga

Shreedeeep

- LDT Subgroup #4

Sylvia

Vanda

Sergio

Alberto

Wilmer



WORKING GROUP TASK

- The WG teams will communicate by email/skype/AC??
- The WG Leader will lead and moderate the discussions
- **The task:** Using any of the traits, attributes, skills and knowledge suggestions we have discussed, identify the criteria and demonstrable indicators which your group would use to select the ATLAS invitees
- Your group may decide on as many or as few criteria required but they must address the important expectations of the ATLAS goal, and the indicators must be fair and achievable.
- The timeframe for this task is 2-3 weeks.
- The groups will report back with their list of criteria and indicators to the LDT Team in the week of 11 or 18 Feb.
- Further discussion will take place in the week of 18 or 25 Feb
- A final list will be presented to the combined ATLAS Team and ALAC in Kobe.

