ATLASIII 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

- AF: 5/8
- AP: 10/11
- EU: 2/2
- LAC: 1/5
- NA: 3
(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
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.

- Honesty and integrity
- Confidence
- Inspires others
- Commitment and passion
- Good communicator
- Decision-making capabilities
- Accountability
- Delegation and empowerment
- Creativity and innovation
- Collaborative
Important attributes of a good leader

Attributes are what you learn.

- Is an effective communicator
- Is persistent in achieving clear goals
- Fosters creativity and innovation
- Promotes teambuilding and teamwork
- Creates lasting relationships
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)
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OBJECTIVE

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# LDT CRITERIA WORKING GROUPS

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<th>LDT SubGroup #1</th>
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<td>Tijani</td>
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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.
Any questions?