LEADERSHIP DEVELOPMENT TEAM LEADER'S NAME: Tijani BEN JEMAA
WORKING GROUP MEMBERS: Abdeljalil, Gabdibé, Peters, Amrita, Kaili, Syed, Destiny
TASK ONE (A):

1. **What 2/two of your prioritized criteria can be defined as HARD criteria (that applicants MUST meet)?** The most important criteria in this section has been given in the table. This is important because ATLAS is the summit meeting for At-Large members who can already demonstrate regular contact with and involvement in At-Large activities.

2. **What are your 5/five SOFT criteria - in priority order - that applicants should have and can demonstrate?**

PRIOR ITY	SELECTED CRITERIA	INDICATOR(S)	OTHER COMMENTS
HARD CRITERIA* - those criteria that applicants MUST have or meet			
#1	They must be an ALS member or a registered individual member of At-Large	The name of the ALS they belong to and their position in the ALS; or their individual member registration #	Do individual members have an individual member registration #?
#2	Participated or contributed in the activities of the RALO or ALAC	Records of: • ALAC calls and meetings • RALO calls and meetings • RALO and/or ALAC votes • All kind of Working Group	It's not meant that the applicant must have done all.
#3	Attended At-Large Capacity Building Webinars	Records of the webinars	
SOFT CRITERIA* – those criteria that applicants should have and can demonstrate (from the original list of personal traits, attributes, knowledge and skills, or your own list)			
#1	Skilled in Team-working	For these subjective criteria, there are no objective indicators, but subjective ones: means we will lay on our perception	
#2	Effective Communicator		
#3	Committed and Proactive		
#4	Persistent in achieving clear Goals		
#5	Fast learner		

(Hard and Soft criteria came from a recommendation from Lianna's group)
TASK TWO (B):
Could Leaders please place any other criteria that your group discussed, into the table below, in case we need your group's discussion about these other criteria should it be decided that we consider them for the final list.

PRIOR ITY	SELECTED CRITERIA	INDICATOR(S)	OTHER COMMENTS
#6	Passionate		
#7	Person of Confidence		
#8	Can manage complexity		
#9	Proactive		
#10	Regional Balance	Basis of the concept of At-Large	Bylaws
#11	Country representation	No more than 1 member/ country	Bylaws
#12	Motivated		
#13	Understands ICANN and At-Large		