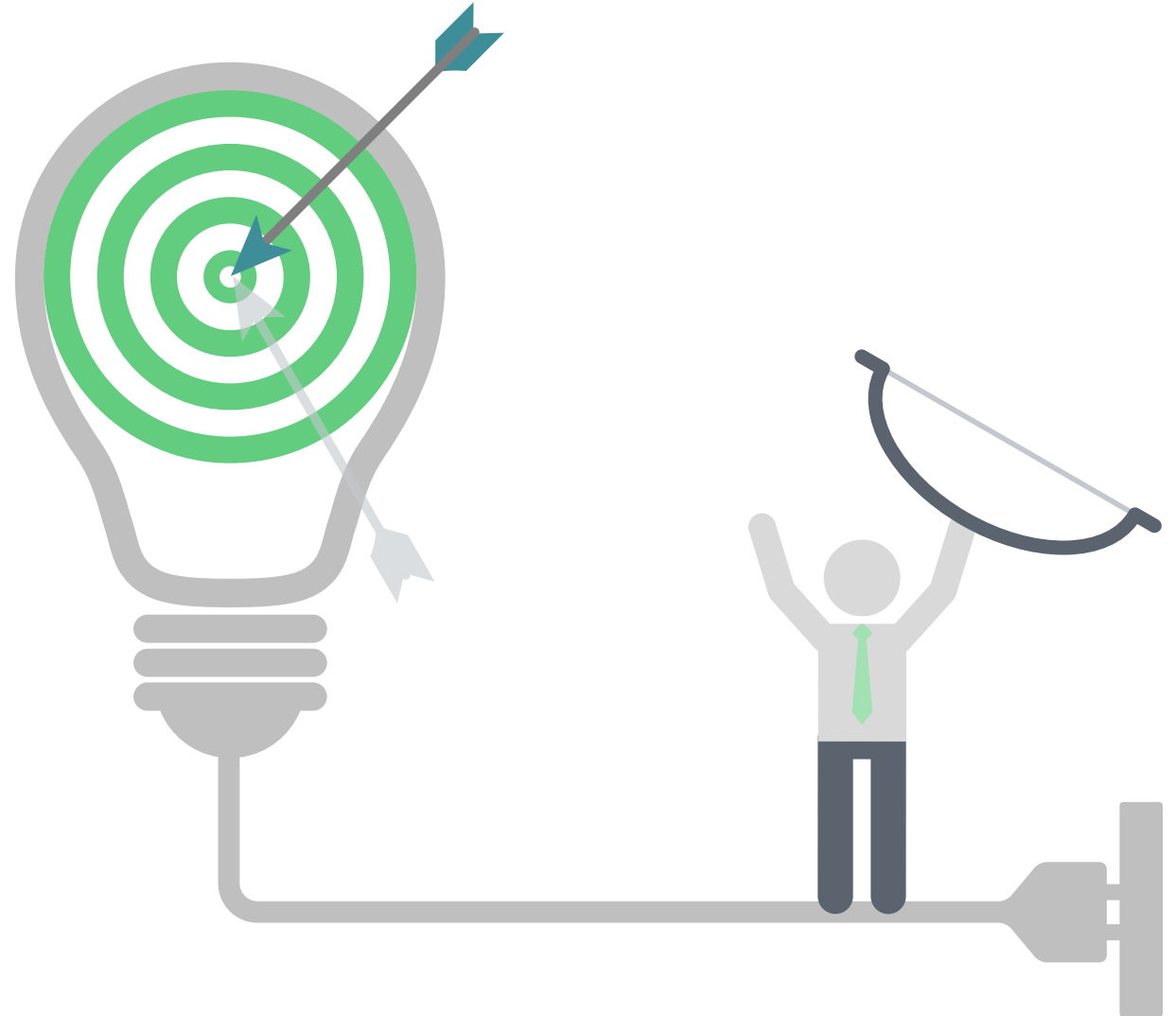
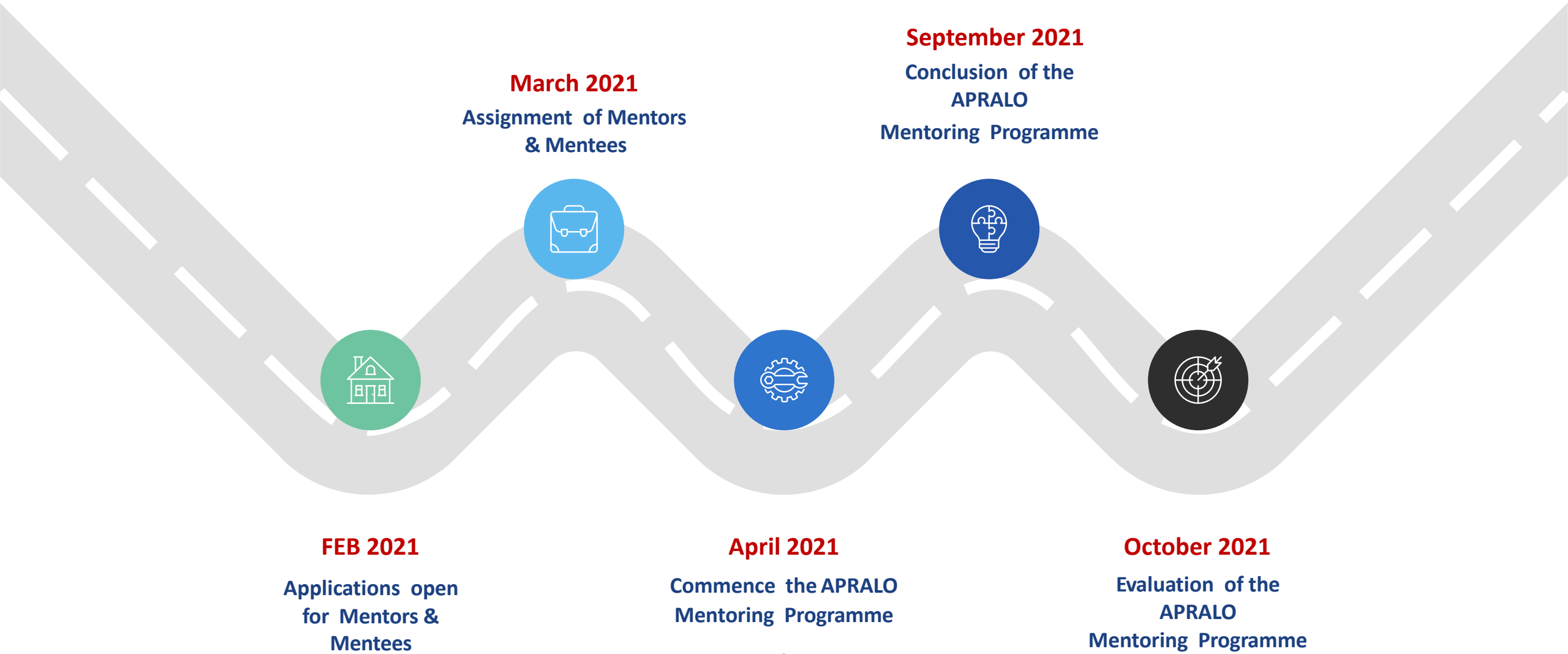


# GOALS & VISION

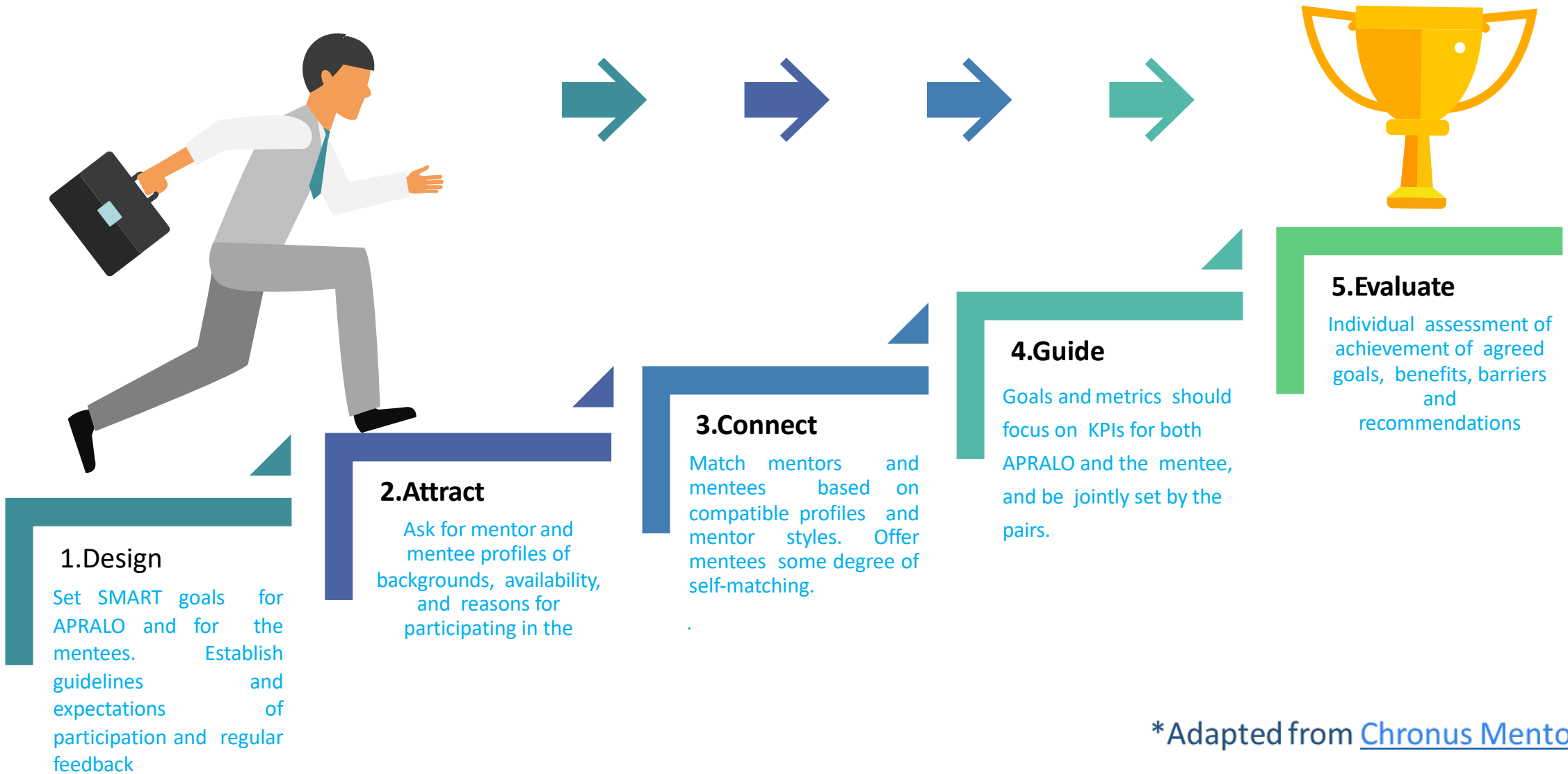
To provide an APRALO Leadership Mentoring Programme that will help to develop the leadership potential of our ALS members and to encourage them to take an active lead role in their participation in, and continuing contribution to, the work of At-Large within ICANN



# Proposed Mentoring Time Line



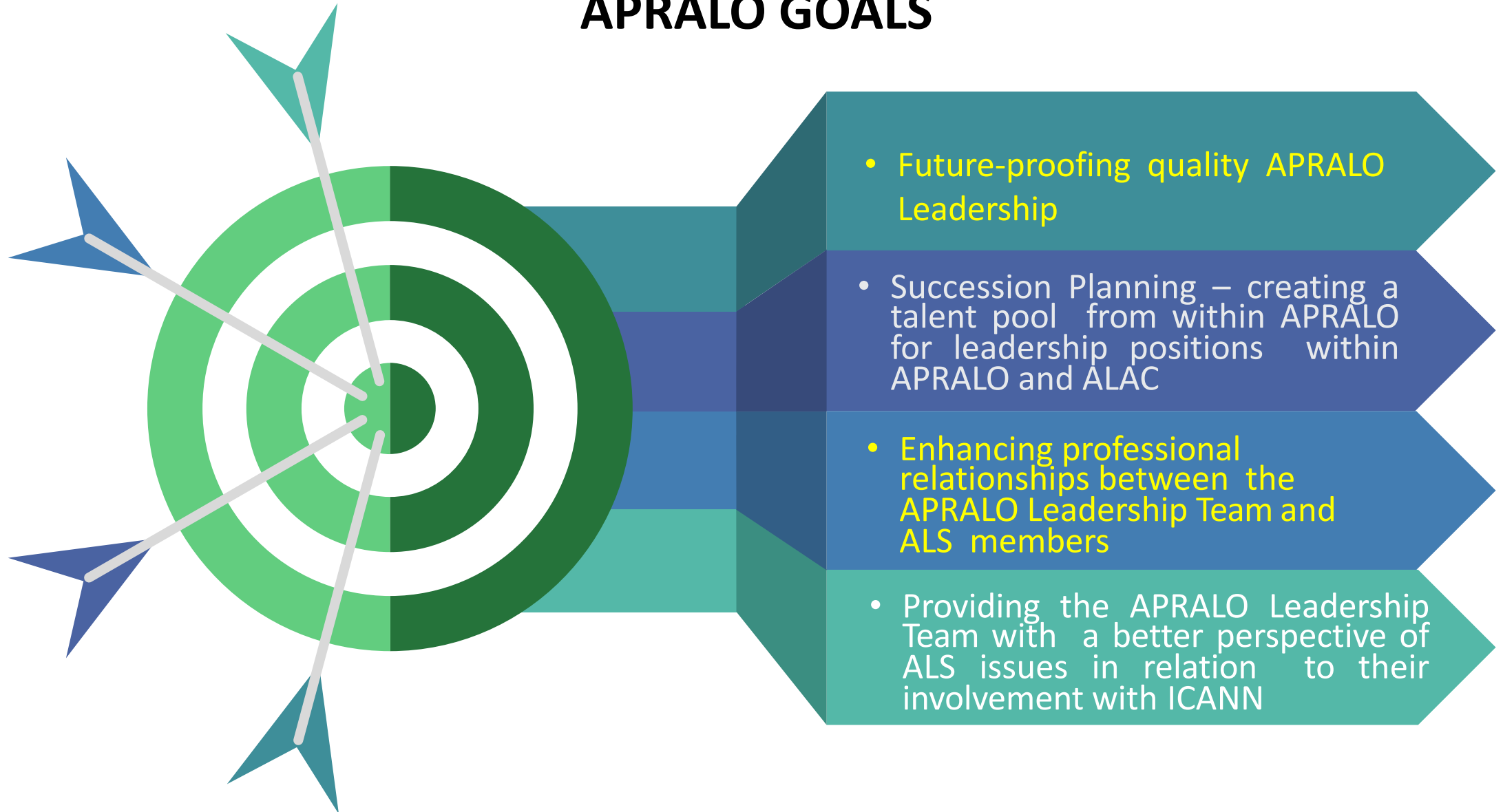
# Mentoring Program



\*Adapted from [Chronus Mentoring](#)

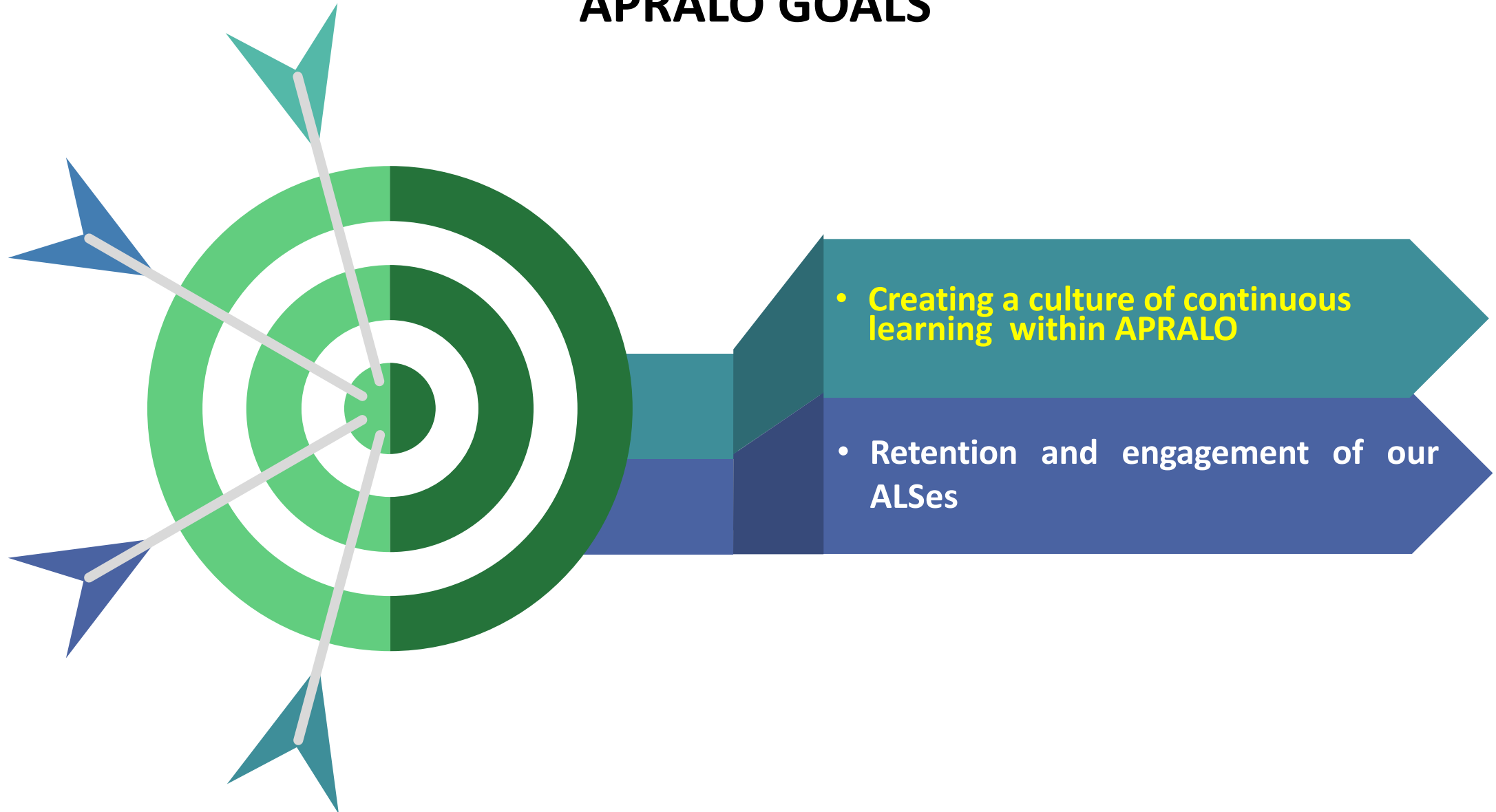
# DESIGN

## APRALO GOALS



# DESIGN

## APRALO GOALS

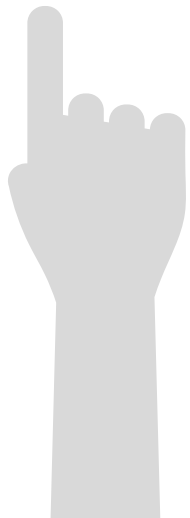


# DESIGN

## Guidelines & Expectations

01

Mutually agreed  
achievement goals and  
expectations (KPIs)



02

Active participation and  
involvement in the  
mentoring process by  
both parties



03

Greater understanding  
of the ALAC Policy  
Development Process



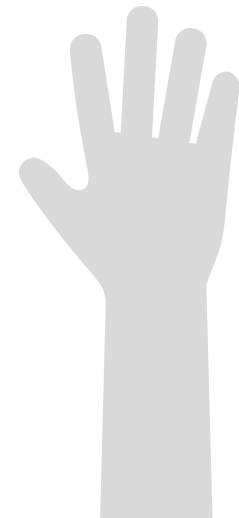
04

Regular  
mentor/mentee  
feedback sessions



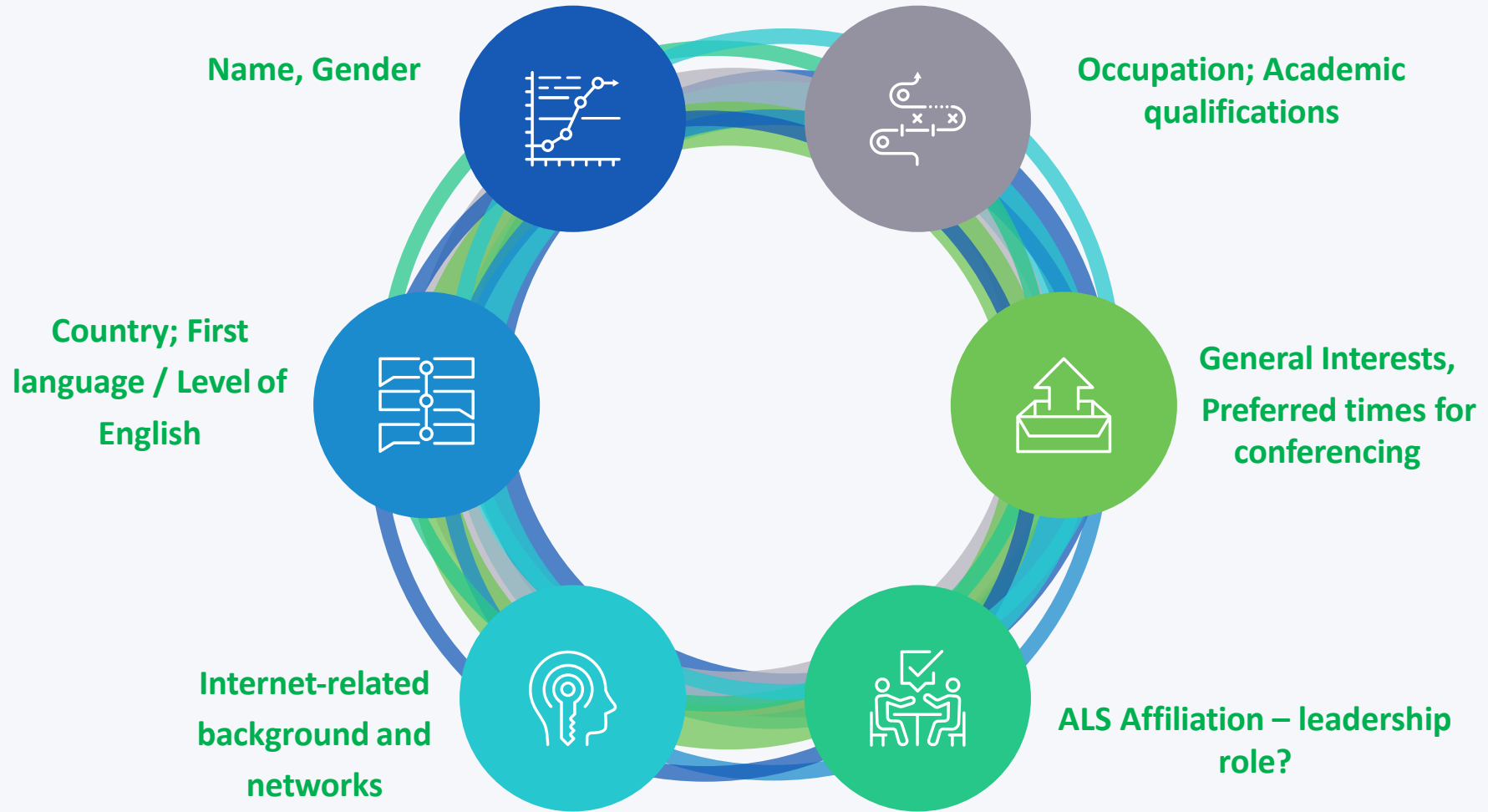
05

Regular APRALO  
Leadership appraisals  
of progress of  
mentorship training  
programme



# Attract

## Mentor/Mentee Profile

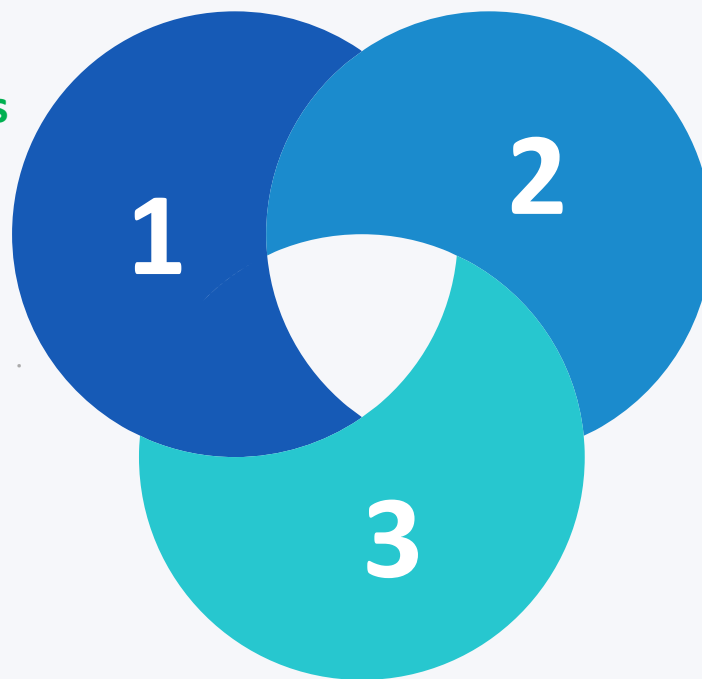




## Attract

# Promote Benefits

**Mentorship training offers a relevant learning environment for personal and leadership development**



**Opportunity for mentors to pass on important knowledge based on their own experiences within ICANN**

**Opportunity for mentees to be more active in At-Large's contribution to APRALO activities and ALAC working groups and policy development**

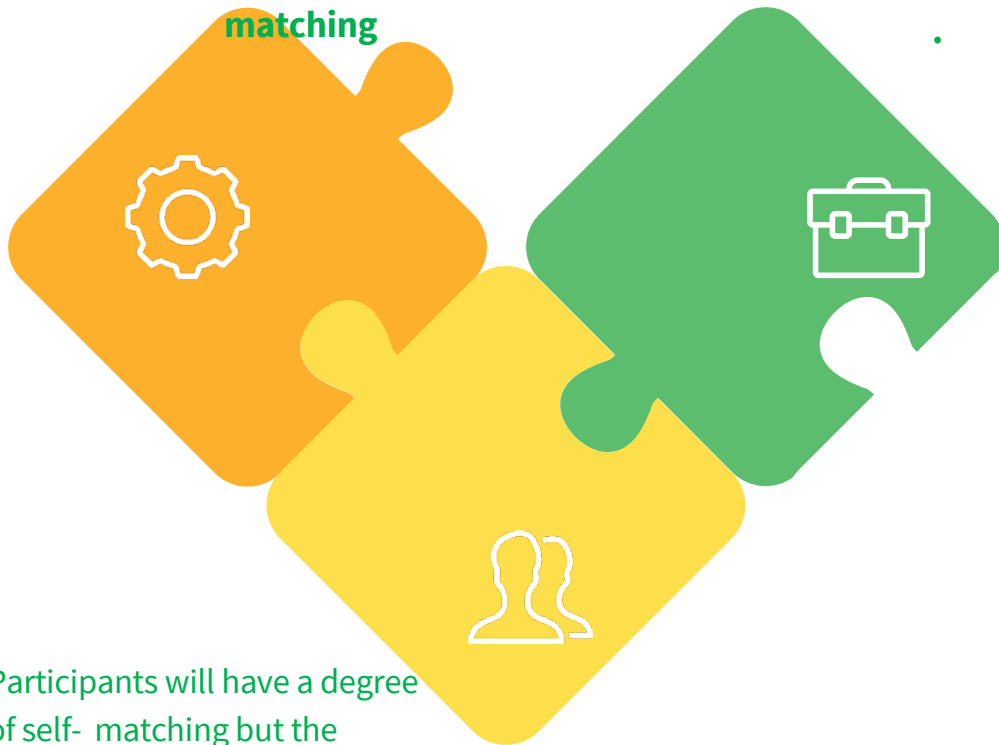


# Connect

## Matching Mentors & Mentee

The matching process may be self-matching or admin-matching

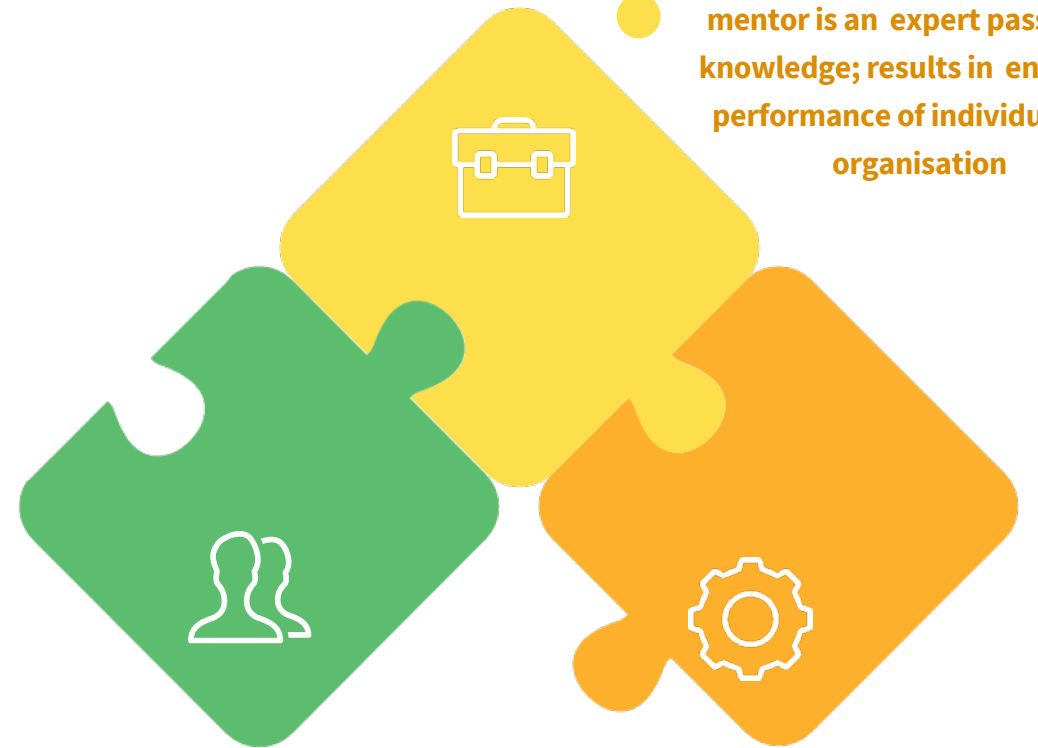
Each participant will bring different competencies, backgrounds, learning styles and needs



Participants will have a degree of self-matching but the APRALO team may have to allocate pairs to ensure a balance of mentor/mentees and preferred mentoring styles

## Examples of Mentoring Styles

**Traditional:** Individual mentee; mentor is an expert passing on knowledge; results in enhanced performance of individual and organisation

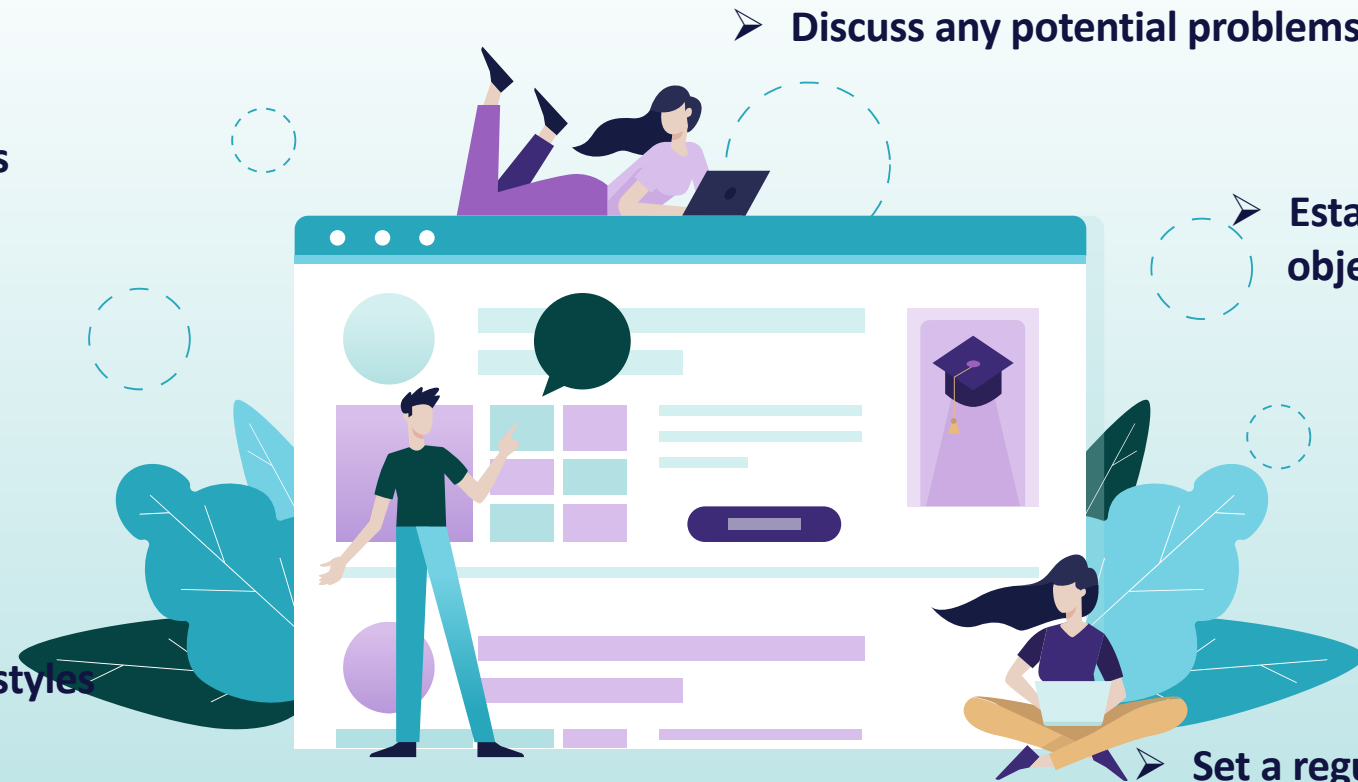


**Group:** involves 1-2 other participants; expert(s) share knowledge; results in enhanced performance; juniors learning from senior(s)

**Network:** Group; co-learners share knowledge; Results in more personal self-awareness, social skills, leadership capability; organisational learning, innovation, retention

# Building A Relationship

At the first meeting, mentors and mentees need to learn more about each other and how best they can work together



The illustration features a central computer monitor displaying a user interface with a chat bubble, a graduation cap icon, and various data elements. A man in a green shirt and blue pants stands to the left of the screen, pointing at it. A woman in a purple top is lying on her back behind the screen, using a laptop. Another woman in a purple top is sitting cross-legged on the floor to the right of the screen, also using a laptop. The background is light blue with stylized green leaves and dashed circles.

- **Common interests**
- **Discuss any potential problems**
- **Establish goals based on the objectives of the mentoring programme**
- **Individual learning styles**
- **Set a regular time for conferencing to discuss progress, achievements and evaluation**

# GUIDE

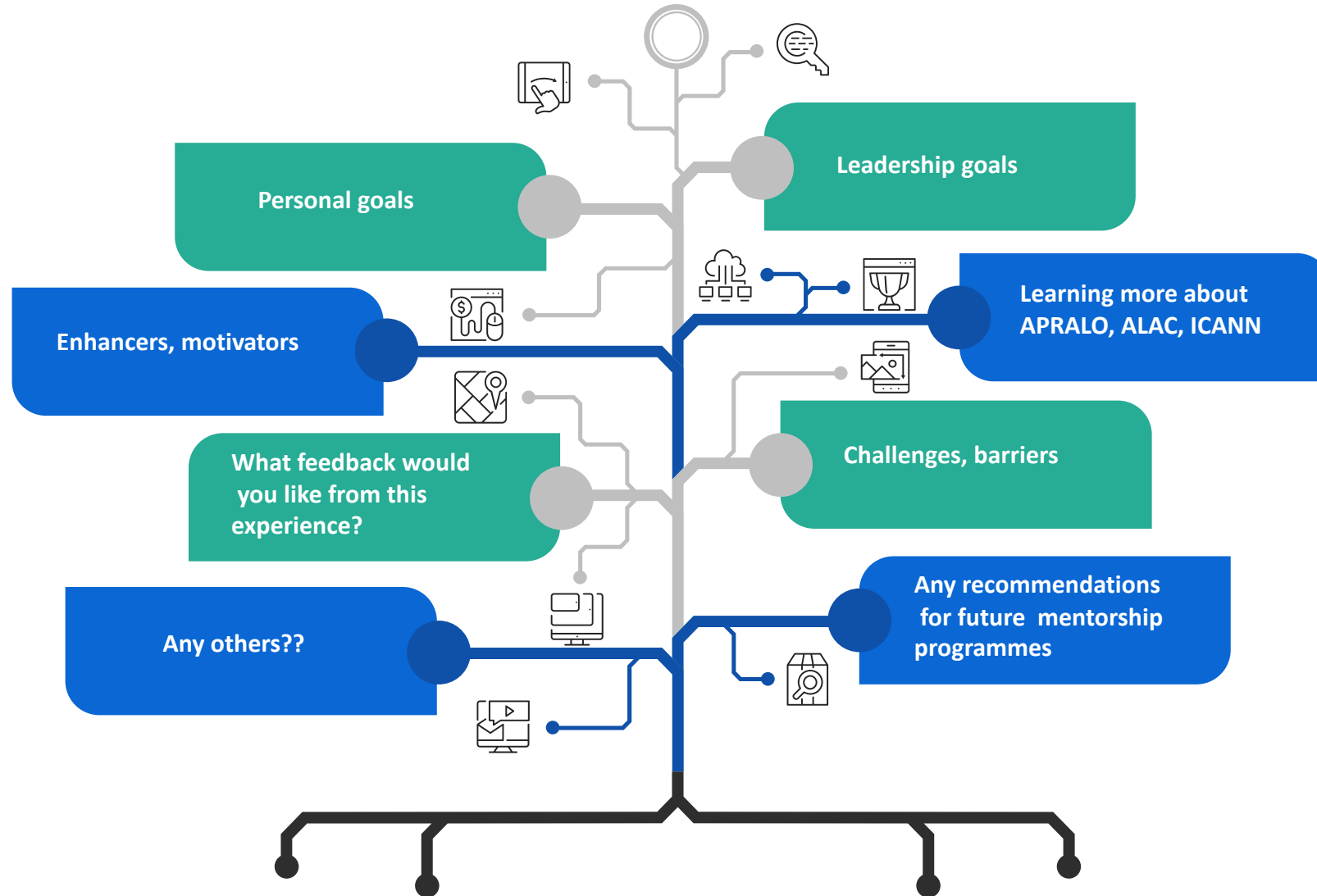
## The Mentoring Experience

The mentoring experience will be a rewarding one as long as mentors and mentees



# EVALUATE

Gather a feedback through an online survey on:  
Progress of goals





Thank  
you