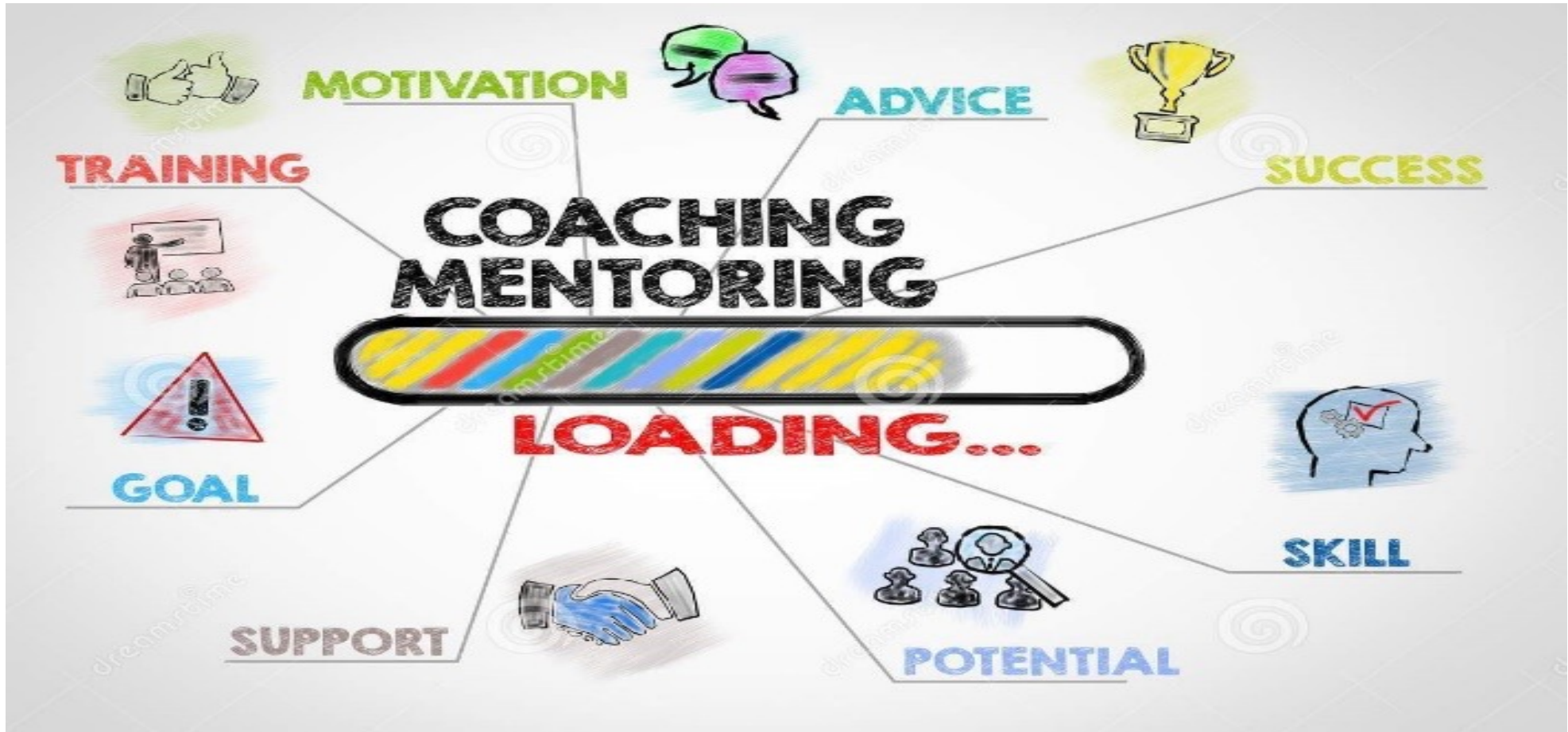


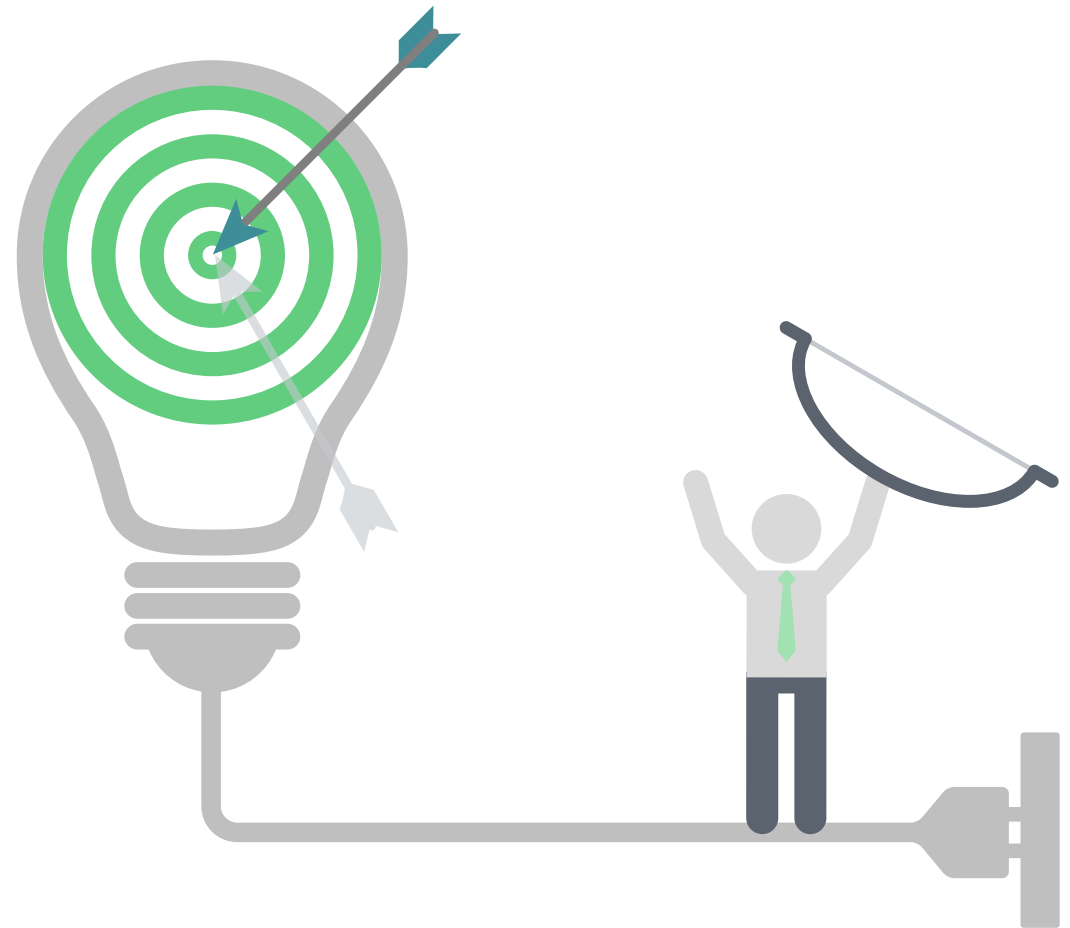
APRALO Mentorships Program 2021





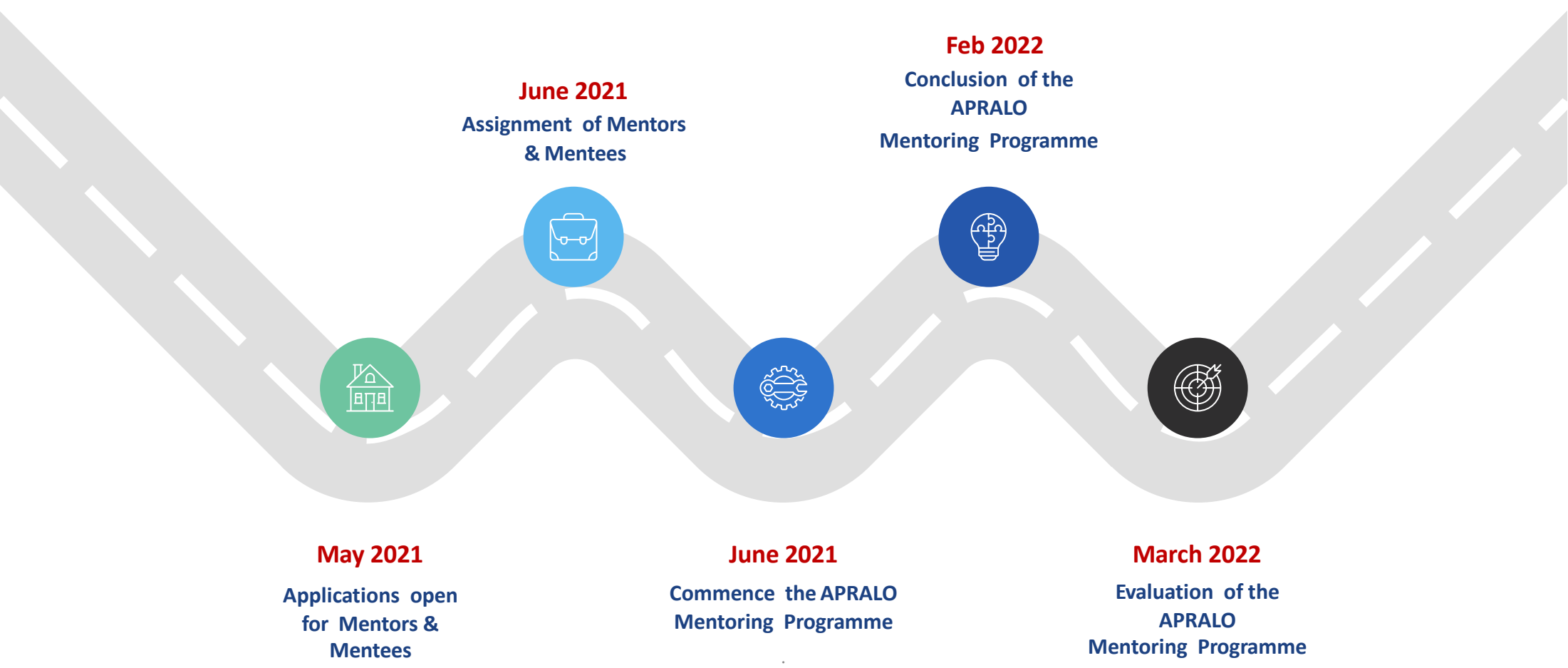
GOALS & VISION

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

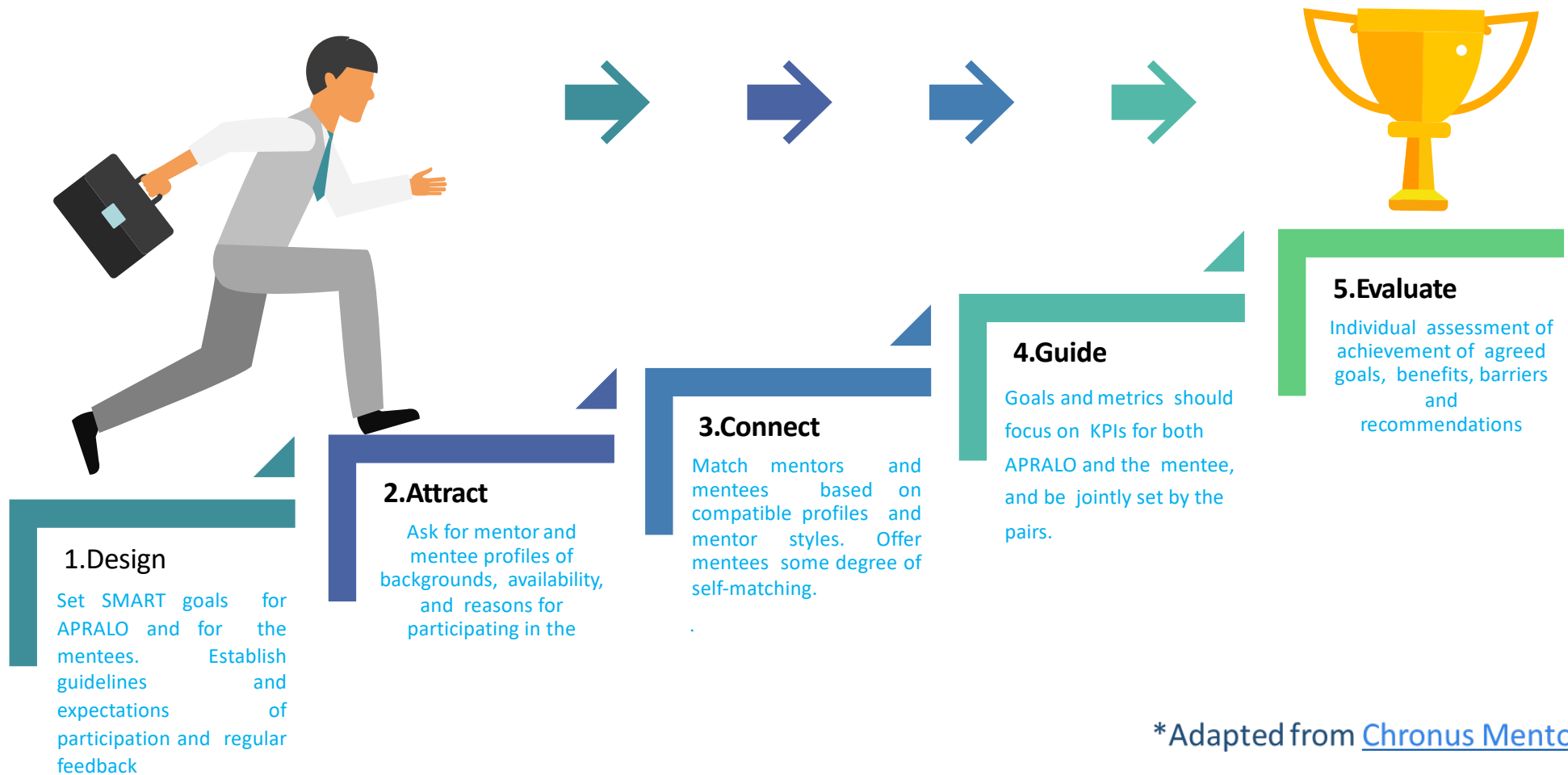




Proposed Mentoring Time Line



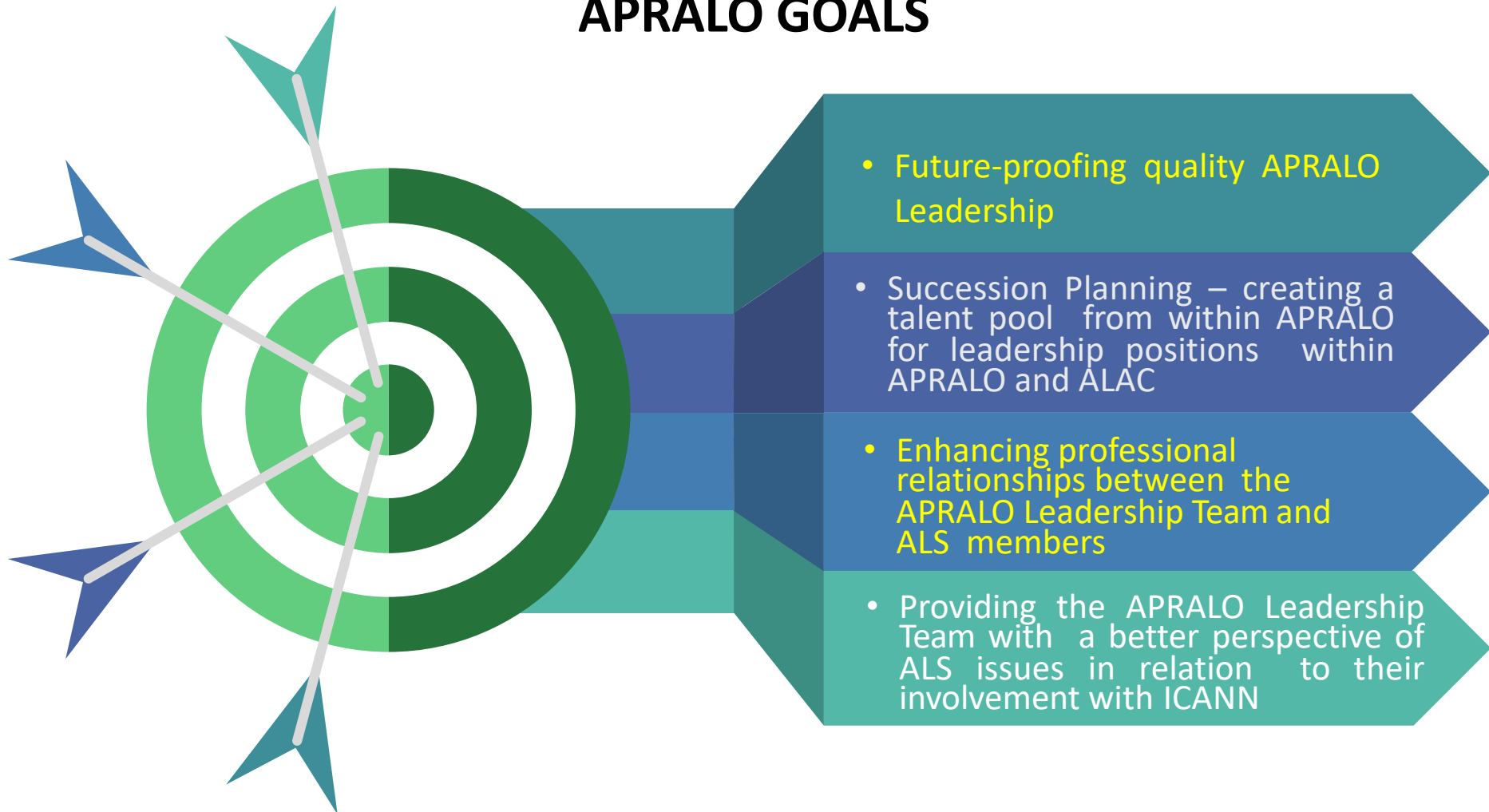
Mentoring Program



*Adapted from [Chronus Mentoring](#)

DESIGN

APRALO GOALS



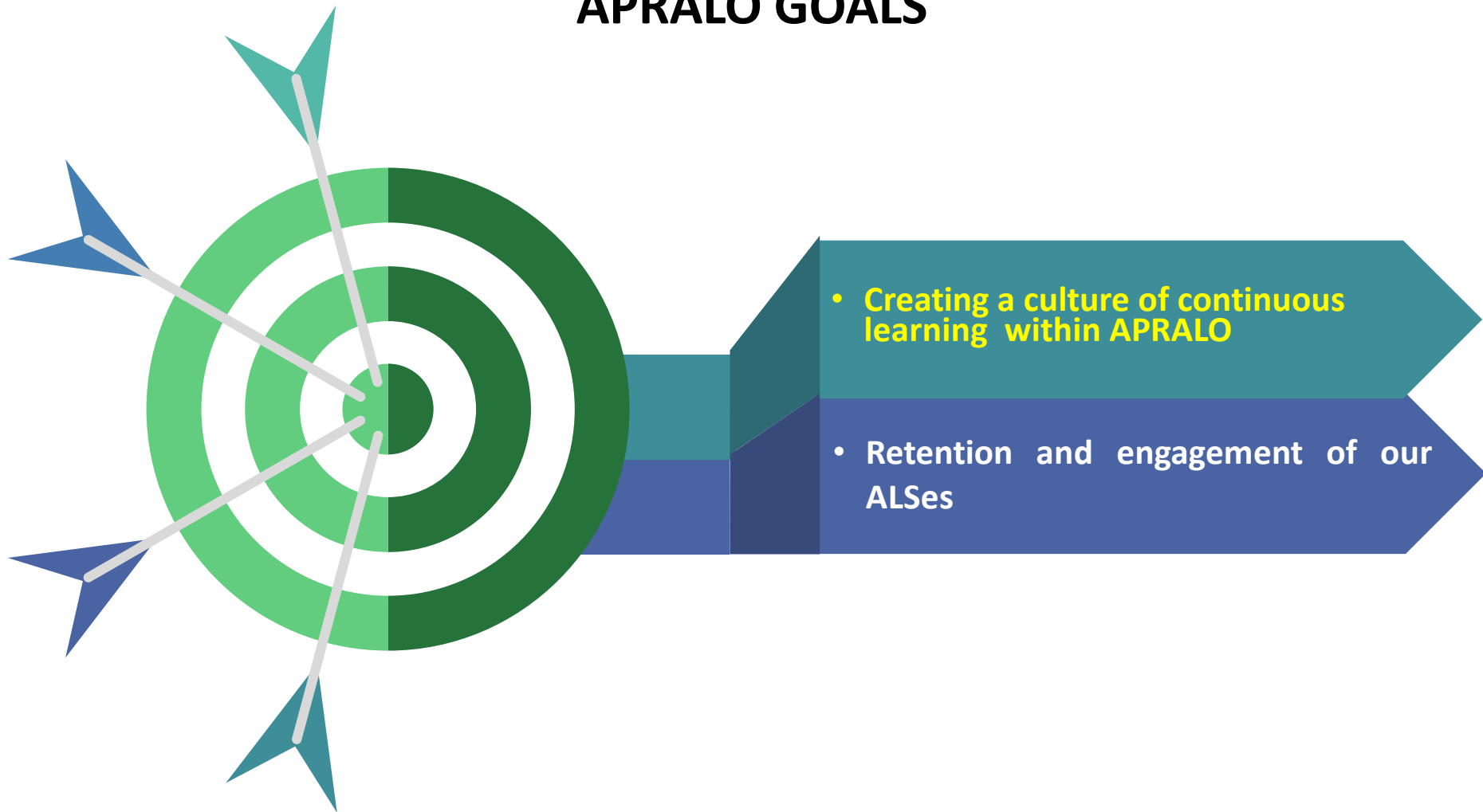
- Future-proofing quality APRALO Leadership

- Succession Planning – creating a talent pool from within APRALO for leadership positions within APRALO and ALAC

- Enhancing professional relationships between the APRALO Leadership Team and ALS members

- Providing the APRALO Leadership Team with a better perspective of ALS issues in relation to their involvement with ICANN

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

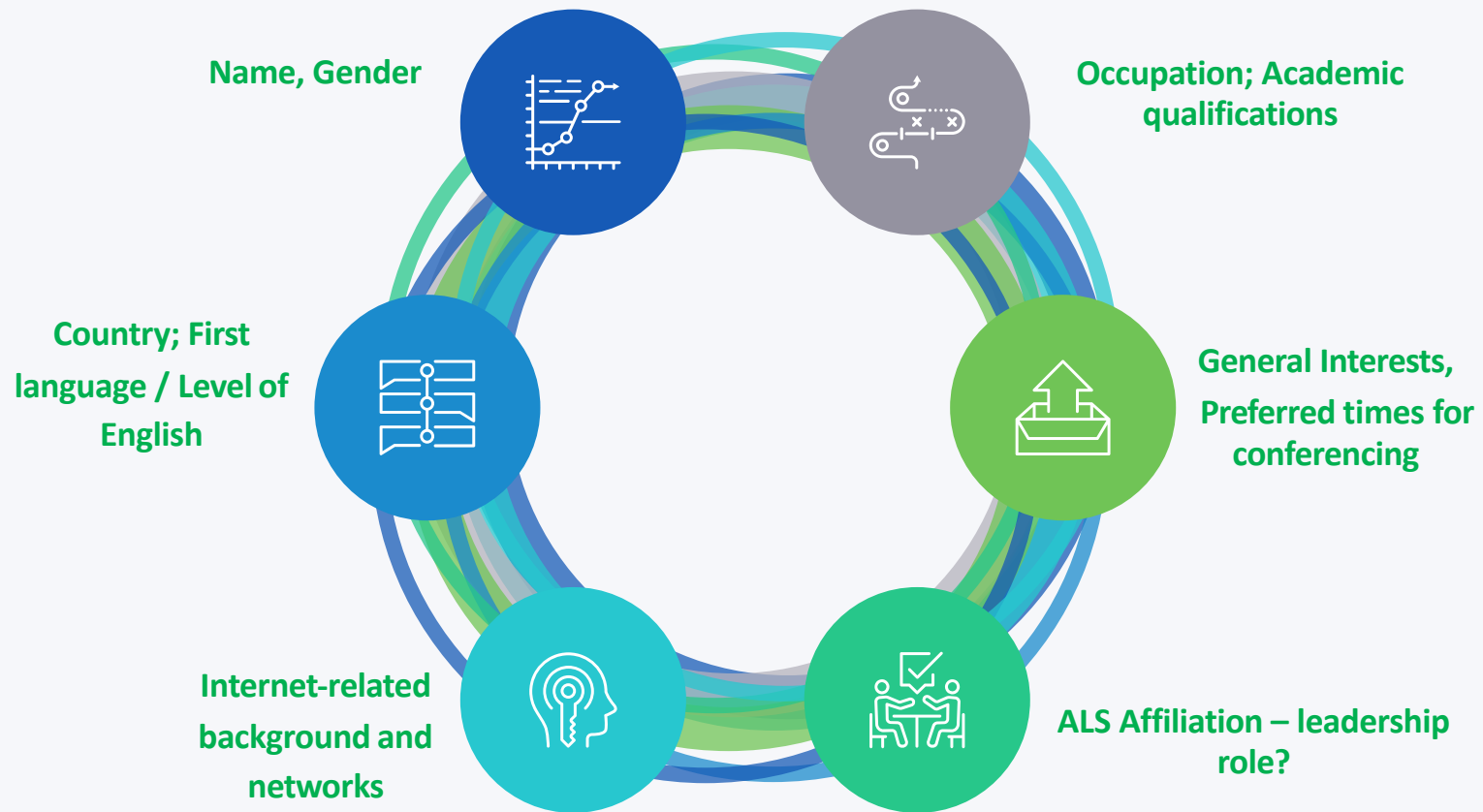


05
Regular APRALO Leadership appraisals of progress of mentorship training programme





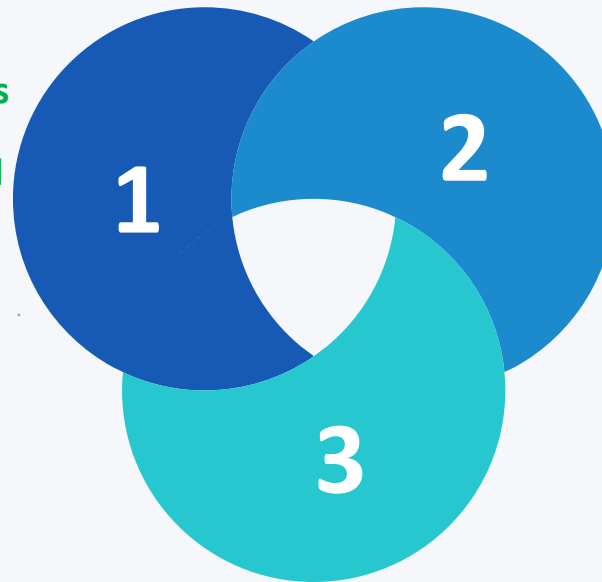
Attract Mentor/Mentee Profile





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

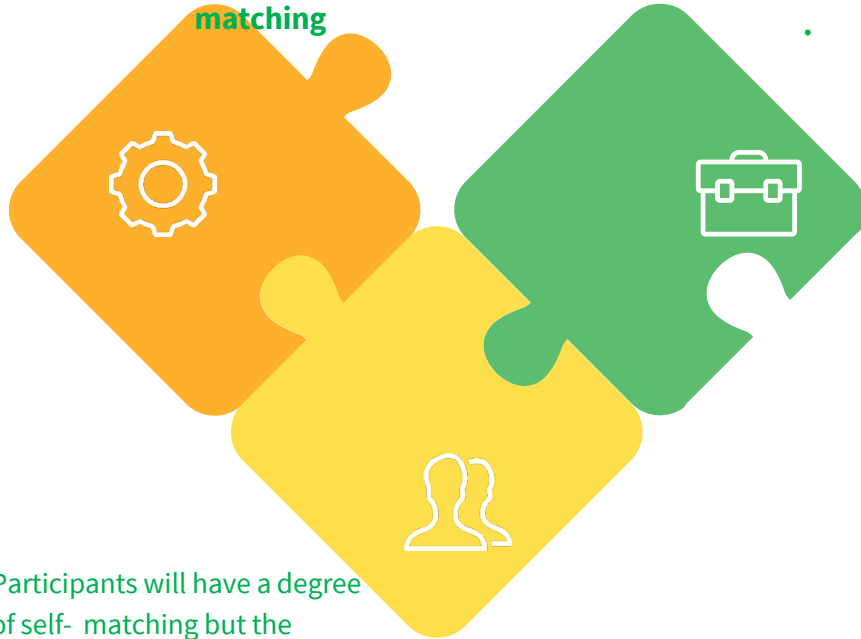


Connect

Matching Mentors & Mentee

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

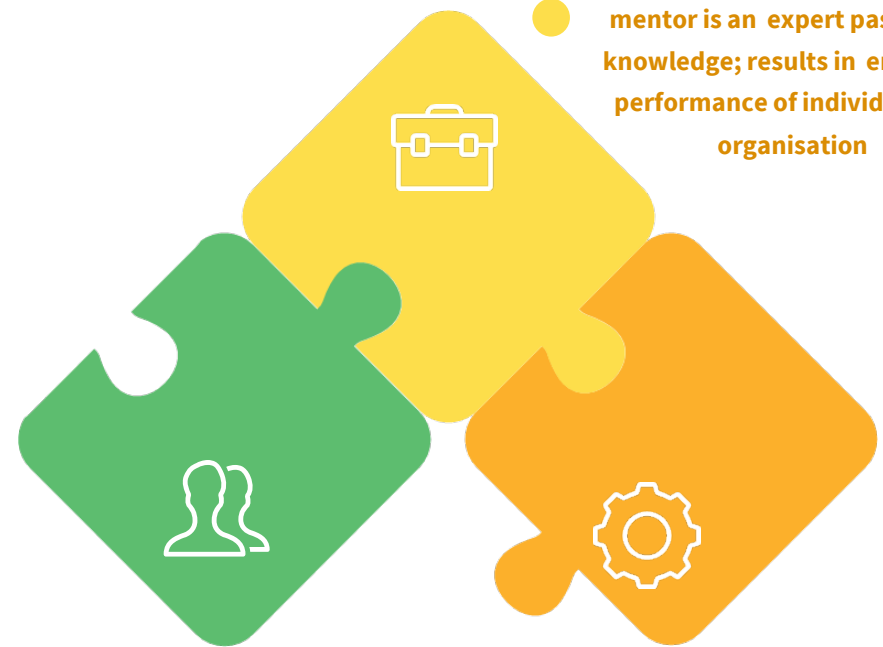
Each participant will bring different competencies, backgrounds, learning styles and needs



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

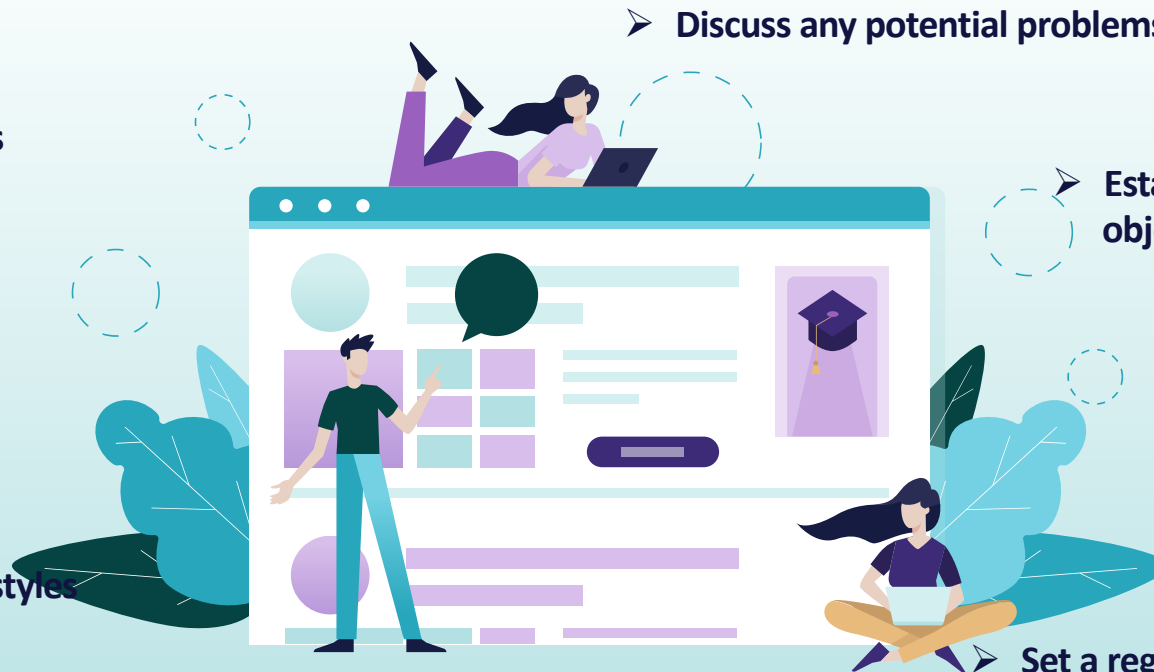
➤ Common interests

➤ 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

➤ **Have clearly defined objectives**

➤ **Don't take each other for granted or make unrealistic expectations**

➤ **Turn up to appointed conference sessions and other arranged activities**

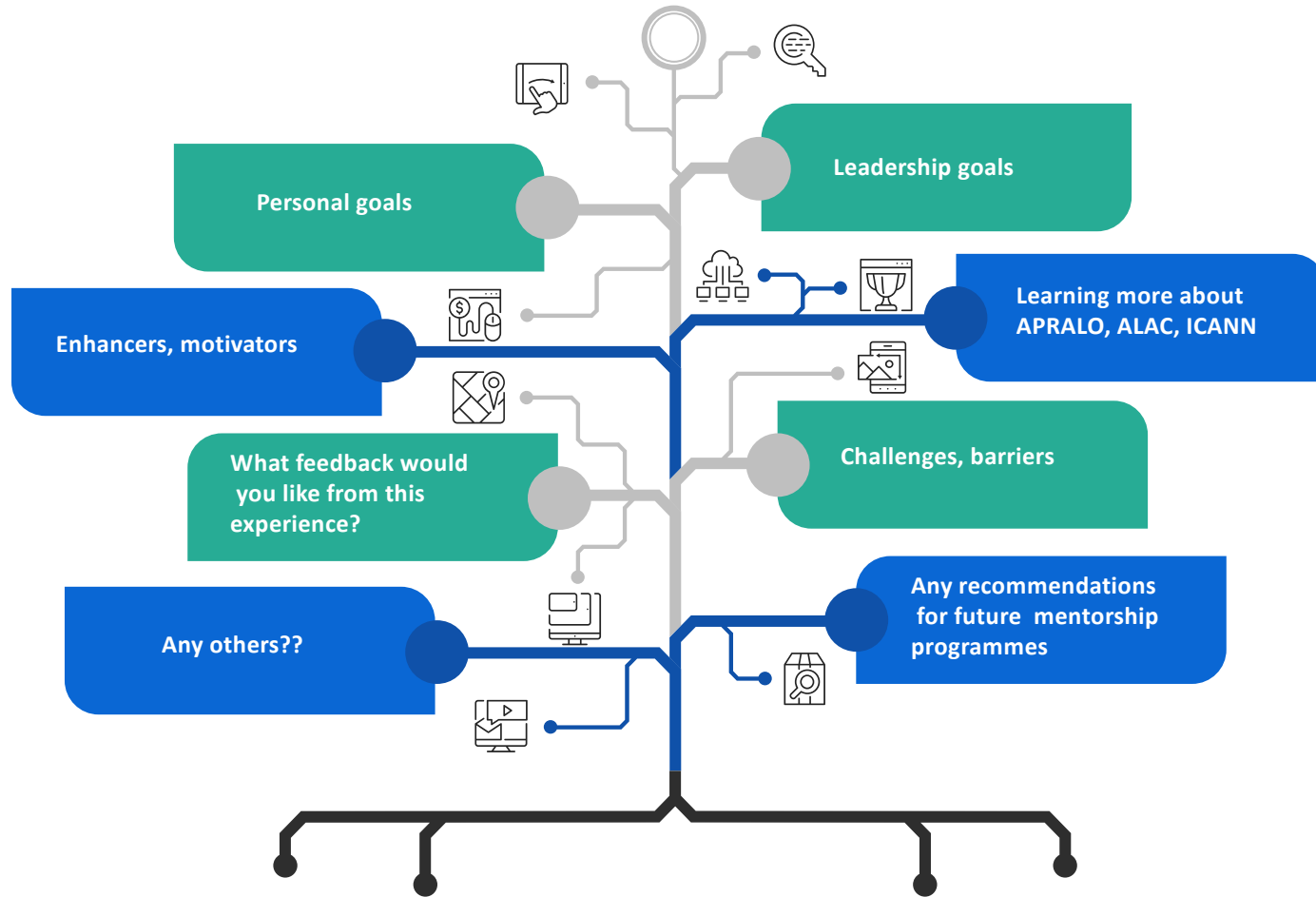
➤ **Are purposeful and respectful in their dealings with any challenges**





EVALUATE

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





Thank
you