

**ALAC Statement on
ALAC/AtLarge Organizational Development
New Delhi Feb 2008**

With the formation of all five RALOs, ALAC/AtLarge Organizational Development represents the single most important parameter when considering the sustainability of any changes that may have been put in place during the process. It is the main tool to develop and manifest ALAC/AtLarge culture and it is the culture of the ALAC/AtLarge that sustains how ALAC executes, embraces change, manages end users' focus, creates new value and integrates new ALAC/AtLarge members and ALSs (At Large Structures).

Going through organizational development related processes is also one of the cornerstones for both Short Term and Long – Term Objectives.

ALAC/AtLarge is aware that Organizational Development process is complicated and it takes long time to complete. One of the important aspects of the Organizational Development is that it is a holistic approach that allows the developments of several components. Amongst the most important ones are: data collection, data feedback and confrontation, action planning and problem solving, team building, inter group development and evaluation and follow-up.

ALAC/AtLarge started the implementation of certain activities in this regards:

- OneDay Workshop for ALAC has been organized during the ICANN meeting in Los-Angeles;
- OneDay Workshop for ALAC has been organized during the ICANN meeting in New Delhi

These two events have several outcomes and have received positive feedback from most of the ALAC/AtLarge members who have participated in.

The main benefits of these two Workshops are:

- ALAC/AtLarge spent time for team building activities (which has not been done before in a similar format);
- ALAC/AtLarge presented the new members with Rules and Procedures, policy issues and priorities in an effective and interactive manner;
- ALAC/AtLarge made a SWOT analyses of the current issues and problems and defined ways in which these can be addressed;
- ALAC/AtLarge used several instruments for Action Planning (e.g. the Gantt Chart);
- ALAC/AtLarge involved the RALO Secretariats in Working Groups Planning;
- ALAC/AtLarge worked on identifying ways in which RALO, ALSs and Public Participation can be greater encouraged;

ALAC/AtLarge is interested in a continuous improvement and developments of its activities, so that it can better achieve its goals and objectives, as well as represent the voices of the end users community in the best possible way.

We believe that these Organizational Development activities have enhanced the efficiency and effectiveness of the new body of ALAC/RALO/ALS and offer a sound base for further development in view of the ALAC Review now launched. We think ALAC Review and its result will contribute further enhancement of AtLarge in more sustainable and effective direction that will bring better ICANN as a whole.