Proposal for a Pilot Leadership Training Programme as one Module of the ICANN Academy

Introduction:

The cross-community ICANN Academy Working Group sees the effective training, capacity building and engagement of ICANN's community members as key elements of ICANN's Strategic Plan, specifically as relates to a healthy Internet Governance Eco-System.

The ICANN Academy Working Group seeks to establish an ICANN Academy that comprises a modular framework which is inclusive and accessible from multiple directions and multiple levels for various stakeholders, irrespective of the level of engagement. The framework should include:

1) existing capacity building programs (like the Newcomers' track);
2) current special programmes of various ICANN stakeholder groups offer to their community (like the Tech Day of the ccNSO); and
3) customized training programmes for community leaders and members.

This proposal focuses on the establishment of a pilot Leadership Training Programme as one module of a broader ICANN Academy.

A survey that the cross-community ICANN Academy Working Group carried out in their respective communities between November 2012 and February 2013 resulted in the clear identification (by over 90% of respondents) of a need for a Training Programme for ICANN's current and incoming community leaders, including a face-to-face (F2F) component.

The survey showed that newly selected /elected community leader would be more effective in their new positions in a shorter time-frame through a brief but intensive on-boarding and training programme. At the same time, current leaders might also benefit by elaborating their leadership skills and knowledge about other stakeholder groups within ICANN.

This proposal outlines the aims and objectives, scope, timeline/next steps and deliverables for a pilot Leadership Training Programme. Such a pilot would be used to further develop the concept and content of an ICANN Academy.

Aims and Objectives:

There are five aims and objectives of holding a pilot Leadership Programme:

1) Provide training and orientation needs for incoming and prospective community leaders.
2) Increase the awareness of ICANN and AC/SO structures and processes among incoming, current and prospective community leaders.
3) Strengthen the effective leadership of community leaders by increasing their knowledge and understanding of the key issues confronting ICANN and the AC/SOs.
4) Provide a networking opportunity for incoming and current leaders to facilitate cross-community collaboration and a platform for informal discussion.
5) Serve as a means to evaluate the need for an annual Leadership Training Programme within the broader ICANN Academy framework.

Scope:

The scope of the pilot Leadership Training Programme would include the following:

- Include the participation of approximately 25 current, incoming and prospective[1] community leaders, including AC/SO and Board members, including those who have been selected/elected by their respective stakeholder groups or selected by the NomCom.
- The more experienced of the leaders would serve as trainers where appropriate.
- The training would take place over the course of two days – including one and a half days (Friday and Saturday) prior to the start of the ICANN Annual General Meeting (AGM) and a half day follow up meeting, either at the end of the ICANN AGM or via teleconference. Specific modules within the planned Online Education Platform (OEP) would serve as an integral part of the Leadership Training Programme.
- The curriculum of the Leadership Training Programme will be developed by the members of the ICANN Academy Working Group, a cross-community group.

Timeline / Next Steps:

There is general agreement among the members of the ICANN Academy Working Group to hold a pilot Leadership Programme at the ICANN AGM as this meeting sees the seating of new members. Holding the session immediately prior to an ICANN meeting will not only allow the community leaders to put their training to practical and immediate use, but also have financial and logistical benefits.

If the proposal to hold a pilot leadership programme at the 2013 AGM in Buenos Aries is approved, the ICANN Academy Working Group would use the following timeline:

- Develop a full curriculum, including use of the OEP as integral part of the programme, by the 47th ICANN Meeting scheduled for 14-18 July in Durban.
- Finalise the list of participants and trainers following the 2013 NomCom selectees announcement in August or September 2013.
- Offer specific OEP modules as preparation prior to the F2F Leadership Training programme (i.e. basic modules for newcomers)
- As a means for immediate follow up of the pilot programme a working dinner for participants and trainers should be held on Thursday, 21 November immediately at the end of the AGM
- Hold a follow up meeting via teleconference following the ICANN AGM. This meeting will include a complete evaluation (survey) of the Leadership Training programme.

Deliverables:

The key deliverable is to make this pilot Leadership Training Programme an effective training and on-boarding process for new leaders. This deliverable is seen as a short-term aim.

A second deliverable is the improved collaboration among AC/SOs, a process led by the current and new leaders. This deliverable is seen as a medium-term aim.

The third deliverable is for the Leadership Training Programme to become an integral part in the modular ICANN Academy framework. This deliverable is seen as facilitating the sustainable growth of the AC and SOs and ICANN as a whole. This deliverable is seen as a long-term aim.

Sandra Hoferichter, Chair of the ICANN Academy WG incl. input of the WG

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[1] Priority should be given to incoming leaders; prospective leaders should be allowed only if space is available.