

Draft Initial Proposal (as of 18.02.2012)

Target Audience: Newly appointed/elected ICANN leadership including:

- Board Members
- Supporting Organization council members
- Advisory Committee members
- New Senior Level staff as potential trainees

Type of Program: Face to Face, English Language

The two key elements of this academy are knowledge transfer and the socialising aspect. Both should provide the future leader with the necessary abilities to contribute to his respective constituency and collaborate with others. The training delivery strategy provides an opportunity for the adult learners to get immersed into the comprehensive curriculum, which is augmented by relevant information exchange with the facilitators and experienced senior ICANN staff.

The lectures will give attendees the space to ask questions and will allow comments and debate on the policy or the process issues, both within smaller groups and with the lecturers.

Remote participation will be not offered in this course, because online courses have special needs, which cannot be covered in this format. Also interpretation will not be offered, as one of the requirements to apply for a leadership position is to be able to communicate in English and the interaction between participants will not be limited to the meeting room. A lot of the benefit of this course will be achieved besides the meeting room. On the other hand the translation of teaching and other material on the website into the official ICANN languages as well as other languages is strongly recommended, but is not covered by the budget or the plan.

Existing efforts for knowledge transfer during the ICANN meeting, like “Beginners session” or the “Tech Day” should be part of the training programme. Participants should also be encouraged to attend regular ICANN webinars prior to the meeting.

Each training module will be available after the training sessions as video or MP3 recordings and be accessible through the ICANN Academy website. One possible way to add multilingual support to the archive is to add subtitles to the recordings. This is not covered by the current plan or by its budget.

Length of Curriculum:

- 3 day program (20 hours) from Wednesday – Friday prior to the ICANN meeting
- plus half a day wrap up at the end of the ICANN meeting
- one session per year, preferably immediately prior the AGM in Autumn (after NomCom appointments have been made and announced)

Materials:

Participant training materials including supplemental educational resources will be made available in the Wiki Workspace. Each course module will be organized according to the module title, course

objectives, course deliverables, glossary, course outlines and workbooks. Each module will incorporate the assigned reading assignments and slideshows and audio visual resources.

Curriculum

1. Core topics (Day 1)

These should be taught by specialist in the area, i.e. people who have taught the subject before or who have done research in the area. While primarily presentation in style they should include discussion session, those could be done separately, i.e. a lecture with a chance for clarifying questions, and then a seminar for those who want to delve deeper.

The topics to be considered include:

- History of the Internet and history, milestones and accomplishments of ICANN
- DNS Basics
- Overview of ICANN the organization, including the role of IANA
- The definition of Internet governance with special focus on ICANN's roles and responsibilities within the larger geopolitical and social context
- The multi-stakeholder model: concepts and practice
- Role of the stakeholder, including civil society, business, governments, and the technical community in the global Internet governance eco system
- Balancing Rights and obligations; this includes discussion of human rights, privacy rights, and property rights and the interplay between conflicting rights.
- Competition, consumer trust, consumer choice and the global public interest

Fellows' presentations on their background should be part of the first day. This should be organised in a relaxed atmosphere, for example as in a social setting after dinner. The academy could also be used as a chance to introduce peer-to-peer mentoring for the new ICANN leadership. This would be best done the first evening and could be one of the outcomes of the social event.

2. Specific ICANN training (Day 2)

These would be well suited to presentation by ICANN senior staff, and Board/ACSO chairs/council/ExCom presenters. These would be best suited to a Lecture and Q/A format. Perhaps practicum exercises could be included in some of the topics (e.g. what does the budget form look like, how does one do a request for information, how to deal with g-council proxy ...)

- ICANN mandate and vision
- ICANN organizational architecture
- Introduction to the structure of an ICANN meeting
- Introduction to the By-laws
- How does the ICANN strategic planning process work?
- How does the ICANN Operational and Budget planning work?
- How does the ICANN Policy Development Process works?

- How do Working Groups function?
- Compliance enforcement and ICANN
- Specific Introduction to each of ACs and SOs; covering their operations and dynamics
- Specific Introduction to the Board; covering its operations and dynamics
- How does cross-constituency coordination works? One possible technique includes role-play.

3. Current ICANN Issues

The chairs and other leaders of the various efforts can teach these sessions. Alternatively, the students in the class could do them as research projects. These sessions would be organized as discussion topics rather than lectures.

- In depth discussion of all recently terminated public comment issues;
- In depth review of topics coming before the Board in the next 12 months;
- In depth review of all ongoing Policy Development Processes;
- In depth discussion of AOC reviews, past, current and future;
- Explanations of the new TLD programs, i.e. IDNccTLDs, and New gTLDs – both traditional and IDN.

4. Wrap Up at the end of the ICANN meeting (1/2 day)

The core training fundamentals over the three day training period will take the participant from an initial gradual introduction to a topic, onward to illustrative examples and then to finally detailed practical application, all with the goal of reinforcing the concepts so that the participant achieves maximum understanding. In this sessions the participants should have the possibility of reflecting the experience they achieved by attending the ICANN meeting and get clarification on specific issues. A blog where trainees can post questions, issues and comments could be a helpful interactive element. Participants will be asked to write a short report about the academy, and fill in an evaluation sheet that will be made available for them.

Methodology

Topics from each of the areas should be introduced in a spiral manner that allows for all concepts to be introduced on the first day of the program allowing for further development as the program moves into the second and third days. Participants should be introduced to real ongoing issues and be asked to comment or complete some "real" policy work, e.g. an issue paper, a request for PDP issues report, comment on the current issues or WG documents.

Every participant should be matched with an experienced member of the faculty as mentor during and after the Academy (peer to peer mentoring). The ICANN website should be the first source for any training material, in order to get familiar with this website.

Next Steps in preparation for Toronto Leadership Academy

- Get approval for curriculum
- Develop Course proposals
- Create a job description of the facilitators
- Start a pool of internal and external facilitators
- Start training
- Distribute online feedback from participants
- Incorporate training feedback into new courseware