

ICANN Academy - Survey Analysis

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ICANN Academy Survey

Purpose of the Survey

1. Mirror all existing Capacity Building provisions within ICANN.
2. Help to identify possible missing modules.
3. Help to harmonise and synchronise all current and future modules.

Facts / Outcome

- 14 Questions
- Send out to all ICANN stakeholder groups
- Duration: 29.11.12 -14.01.13 (extension)
- 22 (21) responses
- No participation from ASO, RSSAC, SSAC






Responses per Stakeholder Group

- At-Large / AFRALO: 1
- At-Large / APRALO: 2
- At-Large / EURALO: 3
- At-Large / NARALO: 1
- At-Large / LACRALO: 3
- ccNSO: 1
- GAC: 2
- GNSO / BC: 1
- GNSO / NPOC: 6
- GNSO / RySG: 1
- NomCom: 1

Total response: 22 (21)



Analysis / Conclusion Q1



1. Please enter the following details:			
		Response Percent	Response Count
Group Name:		100.0%	21
Point(s) of Contact:		90.5%	19
Email addresses:		100.0%	21
answered question			21
skipped question			0

Conclusion:

Some responses are the opinion of an individual, others are representing a stakeholder group. This depends on how the group is structured and organized. It was up to the chair to decide how to provide answers on the survey

Analysis / Conclusion Q2

2. Does your group or committee perform any educational training? With this question we would like to find out what kind of educational training is in place already for this specific group (like the Tech day for the ccNSO for instance)

		Response Percent	Response Count
Yes		52.4%	11
No		47.6%	10
If Yes, please describe:			12
answered question			21
skipped question			0

See next slide for detailed response.

Conclusion:

A lot of educational training is already offered but obviously there is a need for more specific trainings. ICANN should fill this gap by establishing new modules and strengthening the existing ones.





Analysis / Conclusion Q2

<p>Does your group or committee perform any educational training? With this question we would like to find out what kind of educational training is in place already for this specific group (like the Tech day for the ccNSO for instance)</p>
<p>If Yes, please describe:</p> <p>The ccNSO meetings: part of the ccNSO open meetings (Tuesday and Wednesday) is dedicated to sharing experiences on learning from each other but this is not structured, formal training. The topics range from introduction of new policies to security. There is a Tech Day at each ICANN meeting, which has been organized to share experience across ccTLD's and learn from each other. Tech Day is organized by the ccNSO Tech WG (its charter can be found at: http://ccnso.icann.org/workinggroups/tech-wg-charter-28oct09-en.pdf). As to the ccTLD community at-large, (and outside the scope of ICANN), the ccTLD Regional Organizations (AFTLD, APTLD, CENTR and LACTLD) organize their own capacity building and capacity building programmes, focused at ccTLD's in their region.</p> <p>First Forum "Media for information society"</p> <p>In general, for most of the Pacific region, the level of training is not high amongst our small island nations especially where the internet is still not available. Training is limited by funding, and access to facilities. Any training that is provided for the wider community within the Pacific is mainly limited to basic computing and online learning. In general, training in the Pacific is Aid funded, and provided in conjunction with the government's ICT unit and the University of the South Pacific, although expertise is often provided by local IT organisations. In the Cook Islands, CIIAG members provide the basic training programmes and support. Education about ICANN and what it does, and what happens at ICANN meetings, is provided to the nearly 800 PICISOC members, by way of brief reports to the PICISOC mailing list.</p> <p>1. Face to face AFRALO capacity building program for African ALSes performed in Dakar during ICANN 42th meeting 2. Virtual capacity building to be performed during this fiscal year 2013</p> <p>Capacity Building programs on Internet Governance for different target group we work with. Capacity Building Programs on Cybersecurity for specific target groups.</p> <p>We are training about digital gap, basics on technology and Internet Governance</p> <p>The main objective of the South School of Internet Governance is to train new leaders of opinion in all aspects related with Internet Governance, from a global perspective and with focus on the Latin America and Caribbean Region. The program trains university and postgraduate students from the region and from the rest of the world in understanding the complexity related with Internet Governance and its importance in the future of the Internet. The mission of the South School on Internet Governance is to:</p> <ul style="list-style-type: none"> q Increase the number of representatives of the Latin American and Caribbean region in the international Internet Governance debate spaces. q Motivate the new regional leaders of opinion to becoming active participants in Internet Governance meetings and activities, where the future of the Internet is shaped. q Make them the future leaders on Internet Governance in their countries and regions. <p>general information about ICANN enviroment, and how participate, and information about multistakeholder model almost monthly in our community and LAC Region.</p> <p>Some Capacity Building for newcomers</p> <p>But we are using other opportunities like EuroSSIG or IG capacity building programs offered by Diplo Foundation.</p> <p>South School on Internet Governance: The main objective of the South School of Internet Governance is to train new leaders of opinion in all aspects related with Internet Governance, from a global perspective and with focus on the Latin America and Caribbean Region. The program trains university and postgraduate students from the region and from the rest of the world in understanding the complexity related with Internet Governance and its importance in the future of the Internet. The mission of the South School on Internet Governance is to:</p> <ul style="list-style-type: none"> • Increase the number of representatives of the Latin American and Caribbean region in the international Internet Governance debate spaces. • Motivate the new regional leaders of opinion to becoming active participants in Internet Governance meetings and activities, where the future of the Internet is shaped. • Make them the future leaders on Internet Governance in their countries and regions. www.gobernanzainternet.org <p>Ongoing training events of various kinds in the fields of Internet Governance and ICT for Development. Some of our members have their specific educational training programs. E-readiness and capacity building and Internet Governance are main working areas of GKPF. More details can be provided.</p> <p>As this question does not allow an explanation, I am using the 'yes' so that I can provide further clarifying information and questions. This question should also address - what awareness and educational sessions do you presently provide, or organize or seek to provide?</p>



Analysis / Conclusion Q3

3. Do you provide education, training or capacity development programmes for individual participants in your community? With this question we would like to find out what kind of educational training is in place already for your community. These individual participants are not necessarily active ICANN meeting attendees or participants who are organised in an ICANN group or committee. We focus here on people who are working for a registry, registrar or any other affected business for instance.

		Response Percent	Response Count
Yes		38.1%	8
No		61.9%	13
If Yes, please describe:			10
answered question			21
skipped question			0

See next slide for detailed response.

Conclusion:

When ICANN offers a clear structured and modulated academy for different levels of engagement it could reach out globally, serving also those who are not necessarily active ICANN attendees but are affected by ICANN's policy in their core business or daily live.




Analysis / Conclusion Q3

<p>Do you provide education, training or capacity development programmes for individual participants in your community?</p> <p>With this question we would like to find out what kind of educational training is in place already for your community. These individual participants are not necessarily active ICANN meeting attendees or participants who are organised in an ICANN group or committee. We focus here on people who are working for a registry, registrar or any other affected business for instance.</p> <p>If Yes, please describe:</p>
<p>However, aside from Tech Day, noted above, the ccNSO does not have specific training or capacity development programmes.</p>
<p>We participated in IPv6 Workshops (organized by ccTLD .ua administrator), in conference, devoted to 20th anniversary of .ua, in meetings of unofficial groups of Ukrainian domainers, MediaNext</p>
<p>In the Cook Islands, we have a Telecom monopoly which is self-regulating and as a private company, provides its own training. Any training required for future capacity development is done off-shore is uncoordinated by government, so that selection of trainees is rather haphazard. In the wider Pacific I would say that the story is basically the same. Lack of understanding of what ICANN does and how we might be able to coordinate our activities are lot better.</p>
<p>No, because we don't represent technical community. Yes, if the questions concerns larger audience.</p>
<p>More than 300 students have participated as fellows in the South School on Internet Governance during the four face to face meetings held in 2009 (Buenos Aires), 2010 (Sao Paulo), 2011 (México) and 2012 (Bogotá). All of the students received fellowship to attend the school thanks to the contribution of many companies and organizations that support this initiative. In Bogotá there was also remote participation with approximately 2000 remote attendees. The fellows in the face to face training course came from the following countries: • Argentina • Brazil • Belice • Costa Rica • Colombia • Ecuador • Guatemala • México • Nicaragua • Perú • República Dominicana • Trinidad & Tobago • Panamá • Paraguay • Uruguay • Venezuela • Spain • Austria The SSIG fellowship program covers all expenses including the course, hotel, meals, course materials and social activities. The fellowship does not cover air transportation to the city where the SSIG takes place, visas, travel insurance and taxis to airports. Fellows are selected among those that express their interest answering a call for application that is distributed through social networks, web page of the SSIG and among universities, industry associations and other interest groups. The selection is made by committee and the the criteria is based on gender balance, country balance and multistakeholder balance. At the end of the course the students receive a certificate of participation in the SSIG.</p>
<p>we have a regular course on University (law career), and we give courses, seminars, speeches for everybody in our community and in other countries in LAC region.</p>
<p>Intro on Multistakeholders model and IG</p>
<p>South School on Internet Governance: The main objective of the South School of Internet Governance is to train new leaders of opinion in all aspects related with Internet Governance, from a global perspective and with focus on the Latin America and Caribbean Region. The program trains university and postgraduate students from the region and from the rest of the world in understanding the complexity related with Internet Governance and its importance in the future of the Internet. The mission of the South School on Internet Governance is to: • Increase the number of representatives of the Latin American and Caribbean region in the international Internet Governance debate spaces. • Motivate the new regional leaders of opinion to becoming active participants in Internet Governance meetings and activities, where the future of the Internet is shaped. • Make them the future leaders on Internet Governance in their countries and regions. www.gobernanzainternet.org</p>
<p>GKPF is executing for example the Internet Governance outreach program together with NPOC. A detailed plan of past and present activities can be provided by me on request.</p>
<p>Question 3 is a duplicate to Q 2. I do not recall that we agreed to a focus on contracted parties for this question, however. The BC provides an informal one on one 'coaching' session for new members, that is not formalized, and is customized to our incoming members. It is organized by the Chair and V.Chair, Operations/Finance and Secretariat and is focused on how to be effective within the BC.</p>



Analysis / Conclusion Q4

4. Have you identified any education training, orientation needs or capacity development programmes for your participants in ICANN? In this question, we are focusing on active ICANN contributors, organised in an ICANN group or committee (members of the GAC, ALAC, ASO...)

		Response Percent	Response Count
Yes		100.0%	20
No		0.0%	0
answered question			20
skipped question			1

Conclusion:

There is a clear demand for specific educational programs for ICANN’s volunteers and active participants in all constituencies and stakeholder groups. New ICANN staff could also benefit as well as board members.

Analysis / Conclusion Q5

5. If you have answered with Yes to the question above, which needs were identified? (Select all that apply):			
		Response Percent	Response Count
Training or orientation needs for new members in your group		85.7%	18
Training or orientation needs for the community		61.9%	13
Understanding ICANN and its processes		90.5%	19
How to participate in ICANN		76.2%	16
Issues your group / community is dealing with specifically		66.7%	14
Development or improvement of leadership skills for your group's representatives (i.e., consensus building, collaboration with other groups, etc.)		47.6%	10
Understanding current issues under discussion in ICANN		100.0%	21
Understanding ICANN mission and responsibilities		76.2%	16
Understanding ICANN's role in the Internet governance eco system		81.0%	17
Online Training (Please fill in topics below)		52.4%	11
Other Topics (Please describe below)		33.3%	7
Please specify if the answer is for Online Training and/or Other Topics			8
answered question			21
skipped question			0

See next slide for detailed response.

Conclusion:
 Understanding current ICANN issues is essential and a specific module should be developed. Policy webinars dealing with it are existing but do obviously not cover the needs. At this point different education tools must be offered for specific groups and they should build on upon each other. Developing leadership skills is not on top of the agenda but should be considered.



Analysis / Conclusion Q5

Do you provide education, training or capacity development programmes for individual participants in your community?
With this question we would like to find out what kind of educational training is in place already for your community. These individual participants are not necessarily active ICANN meeting attendees or participants who are organised in an ICANN group or committee. We focus here on people who are working for a registry, registrar or any other affected business for instance.
Please specify if the answer is for Online Training and/or Other Topics
The current Policy Webinars are useful for briefing the community, but not sufficiently interactive. They could be used as online training materials. In time, after a need has been identified, the specific ccNSO introduction webinar could be set-up to include specific ccNSO substantive topics. As to the other topics: IDNs (including variant characters), Root Security, etc.
As much as possible should be done with online training, interactive where possible (not necessarily live interaction). Other possible topics: 1) ICANN's organizational structure would be another good topic: 2) GNSO PDP process.
How to use all the ICANN online tools, including the common At-Large software like Skype. Also, reviews of historical documentation, charters, MOUs, etc.
What is official judicial status of ICANN? What is going to change with it after WCIT12? What are consequences of WCIT12 at all, especially ECONOMIC impact of new IRTs? Why it is so important to implement multistakeholder model, especially in developing countries?
Online training through webinars, adobe classrooms and online workshops would be very much appreciated - geared for the Pacific in general, and dealing with all the issues above plus those specific to the Pacific.
The mentioned needs and then the developed capacity building modules can be done online, so to allow larger audience/participants to attend and reduce potential costs.
How to work at working groups and task force in emails
Internet Governance
This section should be redacted. The lack of senior involvement and broad engagement in this other purposed WG needs to be recognized. This is a preliminary, but not informed survey on the issues in this segment, and I am thus reluctant to try to turn it into a broader mechanism. A meaningful survey for Chairs and Constituencies/SGs, SO/AC could follow from this mechanism.



Analysis / Conclusion Q6

6. Which target groups in your organization might benefit from capacity development programmes?			
		Response Percent	Response Count
Newcomer		85.7%	18
Observer		47.6%	10
Contributor		76.2%	16
Leader		71.4%	15
Others:		19.0%	4
answered question			21
skipped question			0

Others:

ccTLD leaders and managers

students

particularly for government officials. The Pacific are not represented at the GAC and I suspect it is because there is little understanding about ICANN by Pacific decision-makers. However, as much as we have tried to initiate from the grassroots level, this has not been very successful.

everyones

The BC proposed ICANN support mechanisms which we want to develop and support that are specialized, but which would draw on ICANN standardized materials. To date, we have not seen ICANN materials that are usable broadly, with the business community. But, we are committed to working with ICANN to develop such materials and messaging.

Conclusion:

Newcomers are seen as the biggest group to benefit. Programs for newcomers are already in place but should be further developed. More attention should be given to active ICANN contributors and leaders.





Analysis / Conclusion Q7



Conclusion:

Leaders are chairs of stakeholder groups, working groups active contributors to policy development processes and future board members. ICANN should pay attention to their effective development.





Analysis / Conclusion Q8

8. Is this programme preferred to be face-to-face?			
		Response Percent	Response Count
Yes		71.4%	15
No		28.6%	6
answered question			21
skipped question			0

Conclusion:

F2F programs are a necessary tool to build up the community, to get a better understanding for each other and foster the dialogue among (future) leaders and active contributors.

Analysis / Conclusion Q9

9. Who do you think should attend to such a training programme (Select all that apply):?			
		Response Percent	Response Count
All your leaders?		66.7%	14
The newly (s)elected leaders (i.e., within the last year)?		38.1%	8
Potential/prospective leaders?		66.7%	14
Others? (Please specify)		23.8%	5
answered question			21
skipped question			0

Conclusion:
 ICANN should pay more attention to the development of potential and current leaders and offer capacity building programs for them.

Others (Please specify)
ccTLD representatives who may take up a leading role in the ccNSO and willing and endorsed to participate
Working group members
As mentioned previously, leaders should come from government as well as ALSes and potential ALSes that could become more active ICANN participants within the Pacific region with training in effective methods and initiatives that would make the internet a more powerful and efficient information and communication mechanism to enhance the economies and lives of the people of the Pacific
New members
all stakeholders
The BC does not support the 'walk in the woods' approach that has been put forward. We would like to see materials that are generally useful for anyone incoming to ICANN, or presently engaged, who wants to advance their understanding and contributions. It is possible that specialized skills can be part of such a training program, but ICANN should not 'select' and advance selection of leaders from the community. Each participant can advance their own contributions, and for ICANN to 'groom' leaders is the wrong model for a bottom up organization. Some will disagree with this perspective. Leadership training and participation training and orientation should not be confused with fellowship or funding models to participate in ICANN. Tying those together is a mistake. Both deserve attention from ICANN but participation does not turn into leadership, and leadership should emerge from capability. Grooming of leaders by ICANN is somewhat risky. The community should identify and advance its self identified leaders. That may mean that the community tells ICANN who should participate, not staff directed.



Analysis / Conclusion Q10

10. What is the best time in the year to schedule such a programme?			
		Response Percent	Response Count
1st ICANN meeting in the year		33.3%	7
2nd ICANN meeting in the year		28.6%	6
3rd ICANN meeting in the year		38.1%	8
Other time		57.1%	12
See next slide for detailed response.		answered question	21
		skipped question	0

Conclusion:

Although there is no vast majority the 3rd ICANN meeting (AGM) should be the right time for a pilot leadership program, because this is the time when new leaders and contributors are elected by the communities and by the NomCom. A review will prove if this would be generally the right time.



Analysis / Conclusion Q10

<p>What is the best time in the year to schedule such a programme?</p>
<p>Other time</p>
<p>In the format of e-learning it can be offered anytime anywhere. Further if in the format of f-2-f-, the most cost-efficient option should be considered</p>
<p>It makes sense to take advantage of people being at an ICANN meeting for in-person training. The early Spring meeting might be the most effective time because new leaders will be in their first quarter of service, in which case doing the training before the ICANN meeting would be better. If leadership training is done at the annual meeting, then training after the ICANN meeting would be preferable.</p>
<p>Should be rolling, ongoing</p>
<p>Any ICANN meeting</p>
<p>If we are specifically looking at a training programme for the Pacific, there is no way we can get 22 countries to one of the big meetings. It has to be held in the Pacific or Oceania (including NZ and Australia) - and perhaps some Pacific Rim countries</p>
<p>As suggested below: twice a year</p>
<p>Not during ICANN meetings, there are a lot of initiatives already in place and it makes no sense to double the effort, these training should be used. Some examples: South School on Internet Governance, ISOC New Generation leaders program, OAS Internet Governance training programa, all thave full fellowships and all participants from the community can join.</p>
<p>monthly</p>
<p>There are several training programs in place, there must be no duplication of efforts.</p>
<p>as time and circumstances allow.</p>
<p>Webinars during non-ICANN meeting times.</p>
<p>let's be practical. It depends. Some of the proponents wanted to 'groom' and impose training on the incoming NomCom appointees. The BC does not support that, and notes that in any case, that would be a form of In-doctrination by some parties, including our own representatives, to newcomers. Frankly, if you are able to put yourself forward as a leader funded by ICANN, to a Council or Board position, you should be capable of learning about the organization you were appointed to. IF the NomCom appoints folks unable to carry that work and self identified responsibility, then we have a NomComm problem of some serious nature. IF the NomCom is appointing someone to be on the Board that cannot learn about and step up the role - that is quite serious. If the NomCom is appointing people who need serious handholding, orientation, and 'training'; and introduction to ICANN in order to do their jobs within ICANN -- we have a serious flaw in our system. The program should be largely online, and general in nature, and available to all who are interested. A half day program, held at ICANN meetings, can supplement the online materials.</p>
<p>Any ICANN meeting would work for the leadership of NPOC.</p>



Analysis / Conclusion Q11

11. How long would you propose such a programme last?			
		Response Percent	Response Count
1 day		14.3%	3
2 days		38.1%	8
3 days		19.0%	4
Other		28.6%	6
answered question			21
skipped question			0

Conclusion:

A curriculum, considering the results of this survey (Q5), for a two days leadership program should be developed. Tools and modules like the online education platform should cover a part of the curriculum.

Other
The length of the program should be determined with the input from professionals in the leadership development field, but a program of group sessions would likely need at least three days.
I would recommend 3 days maximum face to face.... with a continuing online followup programme to expand their learning and to monitor how this is being implemented in their countries and to enable participants to share with each other.. as groups of government officials, or ALSes or other interested groups.
There are a lot of initiatives already in place and it makes no sense to double the effort, these training should be used. Some examples: South School on Internet Governance, ISOC New Generation leaders program, OAS Internet Governance training programa, all have full fellowships and all participants from the community can join.
a week at least.
There are several training programs in place, there must be no duplication of efforts.
Ongoing, as Internet Government issues and ICANN are constantly evolving
Online for potential of 2-3 2 hour modules, with a 1/2 day program held at all ICANN sessions, on Sat or Sunday. Avoid the 'walk in the woods' specialized approach that segregates participants and creates a 'us versus them' approach in training. Use online tools and resources that build shared understanding. ICANN needs to avoid singling out participants. If there are tools and resources, they could be widely available, and offered at IGF national and regional initiatives, as workshops with supporting and translated materials, drawing from business, cs, technical, and govt speakers, so that they fit into the MS models and support understanding of ICANN. The BC would welcome working with ICANN on such activities, and suggest that MS must be supported.

Analysis / Conclusion Q12

12. Would you prefer that such a programme was scheduled prior or after an ICANN meeting?	
	Response Count
	19
answered question	19
skipped question	2





Responses

- Prior: 12
- After: 1
- Either : 3
- No clear answer: 5

Conclusion:

The pilot leadership program should be organized prior to the AGM, because participants have then the opportunity to experience the ICANN meeting afterwards. Taking into account that most participants can not stay away from work much more than one week, the MSWG should look into alternatives how to organize the AGM. Two days will provide a minimum of networking opportunities. It should not be just an extended ICANN meeting with the usual procedures and protocols. Incoming leaders should get the chance for informal discussion.

Analysis / Conclusion Q13

13. How often should such a programme be scheduled? (Select all that apply):			
		Response Percent	Response Count
Annually		50.0%	10
At every ICANN meeting		35.0%	7
On demand		15.0%	3
Other (please specify)		25.0%	5
answered question			20
skipped question			1

Other (please specify)
A pilot project could be offered to gauge demand, with the actual timing being adjusted to reflect this.
Pacific ICANN meeting
Twice a year
monthly
There are several training programs in place, there must be no duplication of efforts.
an online program would be ongoing.

Conclusion:

Newcomers programs are and should be organized at every ICANN meeting. An annual leadership program can match the need for incoming leaders, specific modules should be available during the year on demand (online platform).



Analysis / Conclusion Q14

14. What are the expectations, responsibilities and obligations for those who participate in such a programme?

See next slide for detailed response.

Response
Count

18

answered question

18

skipped question

3

Conclusion:

It is mandatory that all existing and future modules should be evaluated if they fulfill the desired expectations. The evaluation should as much as possible build on measurable results.

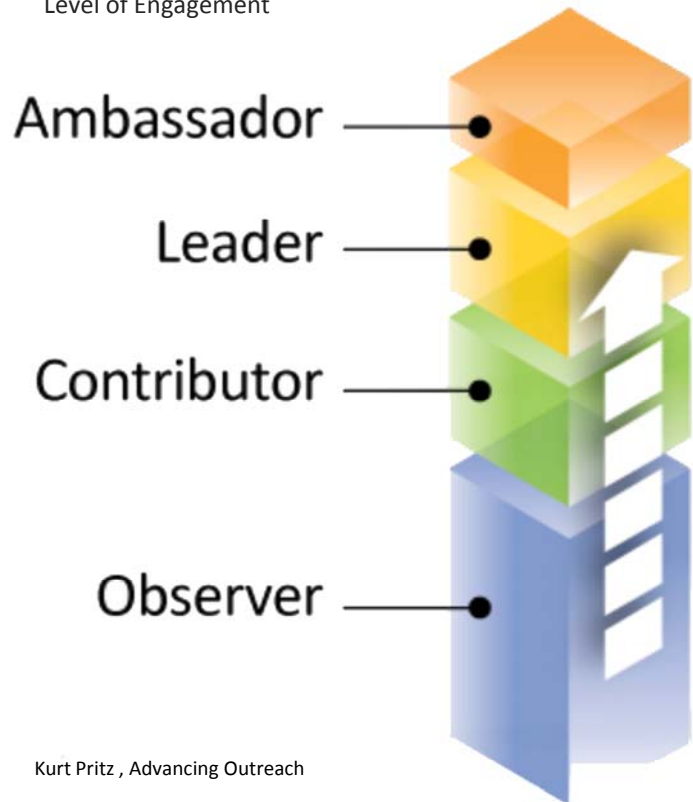
Analysis / Conclusion Q14

<p>What are the expectations, responsibilities and obligations for those who participate in such a programme?</p>
<p>Unfortunately, the survey does not allow to submit the nuanced views of the ccNSO Council regarding the leadership training. This section will be used to elaborate on these views. Some Councillors are of the opinion that ICANN should not compete with organisations who have a long track record in leadership development. An important limitation and caveat for providing the trainings (capacity building and leadership) are the financial and time constraints from the participants. The costs and funding of the programme itself should also be taken into consideration and the costs will be allocated across the SO and AC's. The ccNSO Council was also divided on whether f-2-f should be provided. Some are in favor, and think it adds value (both to capacity and leadership training), while others think it is too much of an effort and burden for the ccTLD's to bring in these people for a training.</p>
<p>If someone was provided leadership training, it would be anticipated that they would use the training in the community. Expectations shouldn't just be on elected leadership positions but also constructive participation in WGs, etc.</p>
<p>Documented completion, feedback survey</p>
<p>To understand the needs of all ICANN constituencies, to elaborate the on-line platform to continue face-to-face dialogue, to build the network of experts on any specific topic</p>
<p>Ongoing collaboration between participants from contributing countries, following on from training workshops, etc, to implement ICANN objectives across the wider Pacific region.</p>
<p>1. Expectations: better understanding of ICANN mandate, procedures and responsibilities 2. Responsibilities & Obligations: lead AFRALO activities (planning, management, mobilization, promote participation of the African ICANN At-Large community, organization of AFRALO meetings)</p>
<p>To acquire knowledge for the engagement with ICANN or to reinforce the leadership in the field, as well as community representation.</p>
<p>All people must be eligible to participate</p>
<p>The main objective of the South School of Internet Governance is to train new leaders of opinion in all aspects related with Internet Governance, from a global perspective and with focus on the Latin America and Caribbean Region. The program trains university and postgraduate students from the region and from the rest of the world in understanding the complexity related with Internet Governance and its importance in the future of the Internet. The mission of the South School on Internet Governance is to: q Increase the number of representatives of the Latin American and Caribbean region in the international Internet Governance debate spaces. q Motivate the new regional leaders of opinion to becoming active participants in Internet Governance meetings and activities, where the future of the Internet is shaped. q Make them the future leaders on Internet Governance in their countries and regions.</p>
<p>obviously the expectations are to know more about ICANN. I imagine the obligations must be maximum.</p>
<p>To become fully functional in their role ASAP!</p>
<p>The trainees are expected to learn how to work and socialize with people from different parts of the world at ICANN.</p>
<p>To know more about ICANN.</p>
<p>strengthen individual leadership skills that will eventually reflect in the group interactions.</p>
<p>Stay committed</p>
<p>Being able to make informed contributions and decisions.</p>
<p>Growth within the constituency and better engagement within the constituency and the ICANN community.</p>
<p>anyone that has funding from ICANN has to have criteria; expectations, goals and objectives, and outcomes for receiving funding. the BC prefers online training and materials that can be used by all groups, and customized. IF this group proposes to 'train' board members and other appointees, the BC would like to see selection criteria, equality of appointments across all SGs/Constituencies. Also, as Board members cannot commit to obligations it is hard to understand how this 'training' can be 'applied' to Board members. Maybe we should think of this a 'orientation' and facts about different groups within ICANN. We already do that. ICANN 101, and maybe enhanced ICANN 102.</p>
<p>Commit to learning; engage long-term with ICANN</p>



Framework

Level of Engagement



Kurt Pritz, Advancing Outreach

Capacity building provisions / ICANN Academy



¹ Tech Day, RALOS capacity building and the like

Matthew to present the Online Education Platform (OEP)



How to move forward?

Conclusion from survey:

- There is a need for a leadership development program
- ICANN should fill the gap
- Taking into account different needs of all stakeholder groups
- Using different tools

Next steps

- Survey results compiled in and forwarded to ICANN leadership [now]
- Synchronize the structure of OEP and ICANN Academy [mid term]
- Pilot leadership program for Buenos Aires (AGM)
 - Submit revised proposal of pilot project proposal to ICANN leadership [Mid May]
 - Work out curriculum including OEP as integral part [by Durban]
 - Discuss participants / Trainers [after NomCom election]

Thank You &
Questions?

