

# ICANN Leadership Training Programme

*Draft Programme (as of 10.09.2013)*

The curriculum of the ICANN Leadership Training Programme focuses on the establishment of a Leadership Training Programme as one module of a broader ICANN Academy.

## **Aim of the programme**

The aim of the programme is to ensure that newly selected /elected community leaders will be more effective in their new positions in a shorter time-frame following participation in a brief but intensive on-boarding and facilitation skills training programme. At the same time, current leaders might also benefit by elaborating their leadership skills and knowledge about other stakeholder groups within ICANN. The programme also includes a socialising aspect which is aimed at building bridges between all stakeholder groups within ICANN.

A significant part of this curriculum will be fulfilled using the [Online Learning Platform \(OLP\)](#).

## **Target audience**

The target audience will be incoming and current ICANN leaders including:

- Board Members
- Supporting Organization council members
- Advisory Committee members
- [New Senior level staff as potential trainees]

The level of experience will be quite different for new incoming leaders and current leaders. Incoming leaders will be asked to fulfil the Online Learning Platform (OLP) module in advance. Experienced leaders might contribute also as a trainer to this programme.

## **Type of program**

The key elements of this programme are:

1. Elaborate soft skills
2. Knowledge transfer
3. The social aspect

Together, these elements should provide incoming and current leaders with the necessary abilities to contribute to their respective constituency more effectively in a shorter time-period. This includes being able to conduct meetings and facilitate groups more effectively, gain a better understanding of ICANN as an organisation, understand the current issues under discussion and collaborate with others.

The presentations are designed to give attendees adequate time to ask questions and will allow time for comments and debate on the policy or the process issues, both within smaller groups and during the lecturers. Remote participation will be not offered during the F2F time in this course, as 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. The social aspect of this course is seen as an integral part of the overall course.

## **Duration / structure of the programme**

The programme is structured in 4 parts and will be organised as a pilot prior to the AGM in Buenos Aires.

- PART 1: Basic knowledge transfer (Online Learning Platform / Mandatory for newcomers)
- PART 2: Facilitation Skills Training (13-14 Nov). This part will focus on the tools and skills of personal effectiveness and facilitation. Included in the topics to be covered are: conflict handling, understanding operating style differences, dealing with disruptive behaviours, building consensus, and managing meetings.
- PART 3: Orientation Training WG (15-16 Nov) (This part will focus on, among other issues, an introduction to each of ACs and SOs, covering their operations and dynamics; Balancing rights and obligations; Explanations of the new TLD programs, i.e. IDN, ccTLDs, and new gTLDs – both traditional and IDN; and an in depth review of topics coming before the Board in the next 12 months as well as on-going Policy Development Processes)
- PART 4: Wrap up / feedback from the participants and trainers (This part will take place post-Buenos Aires; exact timing to be determined)

## **Curriculum**

### PART 1: Basic knowledge transfer

To be fulfilled prior to the ICANN meeting in Buenos Aires using the Online Learning Platform (mandatory for incoming leaders).

- History of the Internet, milestones and accomplishments of ICANN
- DNS Basics
- Overview of ICANN the organization, including the role of IANA
- ICANN mandate and vision
- ICANN organizational structure
- 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
- Introduction to the structure of an ICANN meeting
- Introduction to the ICANN By-laws
- How does the ICANN strategic planning process work? (followed up peer to peer)
- How does the ICANN Operational and Budget planning work? (followed up peer to peer)
- How does the ICANN Policy Development Process works? (followed up peer to peer)
- How do Working Groups function? (followed up peer to peer)
- Compliance enforcement and ICANN (followed up peer to peer)

### PART 2: Facilitation Skills Training (13-14 Nov)

The purpose of the facilitation skills training is to help community leaders to become more effective at conducting meetings and facilitating groups.

Topics to be covered:

- Learn operating style differences and how to leverage them
- Become interpersonally effective using questions, reframing and asserting skills
- Learn consensus process and how to manage it
- Handle different forms of resistance
- Handle interpersonal conflict
- Mediate and negotiate conflict in groups
- Effectively work through phases of meetings
- Learn group problem solving techniques
- Learn how agreement is reached and how to follow-on
- Handle disruptive behaviours in meetings
- Create commitments and accountability

The training will take place in two full day sessions beginning at 9:00 a.m. ending at 6:00 p.m.

### BRIDGING EVENING EVENT (14 Nov 7:00 p.m.– 9:00 p.m.)

This evening event shall bridge Parts 1, 2 and 3 of the programme. Questions and knowledge gained from the OLP and the facilitation skills training shall be transferred into Part 3 where the dynamics and issues among ICANN's stakeholder groups and the ongoing issues are on top of the agenda. ICANN's role in the Internet governance eco-system will be in the focus of a moderated discussion.

### PART 3: Orientation Training (15-16 Nov)

*15 November 2013*

Session 1

- Specific introduction to each of ACs and SOs; covering their operations and dynamics

- Specific introduction to the board; covering its operations and dynamics

#### Session 2

- Balancing rights and obligations; this includes discussion privacy and property rights and the interplay between conflicting rights.

#### Session 3

- Competition, consumer trust, consumer choice and the global public interest

#### Session 4

- How does cross-constituency coordination works? One possible technique includes role-play.

*16 November 2013*

#### Session 5

- In depth discussion of all recently terminated public comment issues
- Explanations of the new TLD programs, i.e. IDN, ccTLDs, and new gTLDs – both traditional and IDN.

#### Session 6

- In depth review of topics coming before the Board in the next 12 months;
- In depth review of all ongoing Policy Development Processes;

#### Session 7

- In depth discussion of AOC reviews, past, current and future, including introduction to draft ATRT2 report

#### PART 4: Wrap Up/Feedback

Participants will be asked to provide feedback about the programme. Incoming Leaders should have the possibility of reflecting the experience and knowledge they gained by attending the ICANN meeting and get clarification on specific issues.

Participants of this training will be ask to provide their feedback to the ICANN Academy WG meeting which is scheduled on Wednesday, 20 November between 9:00-10:30 a.m. during the ICANN Meeting and should be available for a wrap-up after the ICANN meeting during a conference call.