
LONDON – Expanded Academy Working Group
Tuesday, June 24, 2014 – 10:30 to 11:30
ICANN – London, England

UNKNOWN SPEAKER: Hello everybody. I am [inaudible] from Senegal. I represent my ALS. It's my second participation into an ICANN meeting. The first one was in Dakar, Senegal. I work a lot with the ALS from Senegal. And I work in the outreach of the Internet in Senegal and Africa.

[JOSEPH]: My name is [Joseph][inaudible] from [Invest] Ghana. I come from [inaudible].

RON SHERWOOD: Ron Sherwood. I am the ccNSO liaison with ALAC, and a member of the ALS Academy Group.

UNKNOWN SPEAKER: Good morning. [Inaudible] from ISOC Malaysia.

UNKNOWN SPEAKER: Hello. [Inaudible] on behalf of the ISOC Netherlands chapter, a Board member, and just for your information, I work for the Amsterdam Internet Exchange.

UNKNOWN SPEAKER: [Inaudible], ISOC [DLC].

Note: The following is the output resulting from transcribing an audio file into a word/text document. Although the transcription is largely accurate, in some cases may be incomplete or inaccurate due to inaudible passages and grammatical corrections. It is posted as an aid to the original audio file, but should not be treated as an authoritative record.

SIRANUSH VARDANYAN: Siranush Vardanyan, APRALO, acting chair from Armenia.

LEON SANCHEZ: Leon Sanchez, ALAC member.

ALAN SKUCE: Alan Skuce, NARALO.

SUSIE JOHNSON: Susie Johnson, ICANN staff.

TIJANI BEN JEMAA: Tijani Ben Jemaa, ALAC vice-chair and member of this group.

UNKNOWN SPEAKER: [Inaudible], Inside Learning.

DAVID COLE: David Cole, Inside Learning. We deliver the content for the facilitation skills program.

HEIDI ULLRICH: Heidi Ullrich, ICANN staff.

UNKNOWN SPEAKER: [Inaudible] from [inaudible] of India.

CHRISTOPHER WILKINSON: Christopher Wilkinson, EURALO. I'm just here for an update because I haven't been in touch with this for some time, thank you.

MARICARMEN SEQUERA: Maricarmen Sequera, LACRALO.

FATIMA CAMBRONERO: Fatima Cambronero, ALAC member from LACRALO, and from [inaudible].

NICOLAS CABALLERO: Nicolas Caballero from Paraguay, GAC representative, and former participant, and proud participant in the last session in Buenos Aires. I think it was the first one though.

UNKNOWN SPEAKER: [Inaudible], German Civil Liberties Union.

MATTHIEU CAMUS: Matthieu Camus, Internet Society France.

UNKNOWN SPEAKER: [Inaudible], Internet Society, ALS representative, Kenya.

UNKNOWN SPEAKER: Doctor [inaudible], from [inaudible].

RAFID FATANI: Rafid Fatani, ALAC member.

AVRI DORIA: Avri Doria, I'm a member of the Academy Working Group and an At Large member.

UNKNOWN SPEAKER: [Inaudible] from the ISOC Japan, as well as [inaudible] advanced networks, for the research and education network as in the Pacific area. Great to meet you.

THOMAS: My name is Thomas [inaudible], I'm with ECHO, the Internet Ministry Administration. I'm GNSO council liaison to his group.

SANDRA HOFERICHTER: Thank you very much. I see we have more people in the back, if you want to introduce yourself, Hong.

HONG: I'm Hong [inaudible], ccNSO council.

PETER MAJOR: I'm Peter Major from the GAC, from Hungary.

MOHAMMED BASHIR: Mohammed Bashir, AFRALO vice-chair.

UNKNOWN SPEAKER: I did this already. [Inaudible], AFRALO.

UNKNOWN SPEAKER: [Inaudible] from ISOC Philippians.

SANDRA HOFERICHTER: And we also have a few members behind [inaudible]. And while Gisella has got the microphone, if I could just remind everyone to please state their names when speaking, not only for transcript purposes but also for our lovely interpreters. And would you speak not too fast? Thank you.

UNKNOWN SPEAKER: [Inaudible] EURALO.

UNKNOWN SPEAKER: Good morning. My name is [inaudible], I'm from NARALO.

JUDITH HELLERSTEIN: Good morning. My name is Judith Hellerstein, I'm from NARALO.

UNKNOWN SPEAKER: [Inaudible] from AFRALO.

UNKNOWN SPEAKER: Hi good morning everyone. This is [inaudible]. I'm from [inaudible] India.

LAUREN ALLISON: Hi. Lauren Allison. I'm with development and public responsibility at ICANN.

UNKNOWN SPEAKER: [Inaudible] from Spain.

SANDRA HOFERICHTER: Okay. Thank you very much for the short introduction, and thank you Gisella for doing this. Because there are quite a lot of new people here, I will change the order of the agenda a little bit and start with a short overview of what this working group is actually doing.

We have two scopes. One is to develop a framework, an overall framework for all ICANN learning efforts which are offered within ICANN. This includes the Fellowship program, this includes [mental] programs, this includes beginner's session, and this also includes a leadership training program.

And this leads me to the second scope of this group, or the second project this group is currently working on. This is to develop the leadership training program which took place for the first time during, two ICANN meetings ago in Buenos Aries. It was a pilot program. It proved to be a very good one, and so it was decided that we will move on with that, but with slight changes.

What we are going to do today is we want to review very shortly the pilot leadership training program, draw the conclusions, and we have a proposal how to organize, how to develop the next leadership training program. And then, Heidi I'm not quite sure. Is somebody from ICANN staff...?

HEIDI ULLRICH:

Yes. This is Heidi for the record. Yes, we have Nora Abusitta and Chris Gift joining us, towards the end of the meeting.

SANDRA HOFERICHTER:

Okay. Then I will, we'll more or less stick to the agenda because the second part is the more interesting part. We should discuss it with our ICANN staff, in terms of how we frame the Academy model and how we make it visible on the web and elsewhere. Susie, can we have the first slide please and can we maybe enlarge it?

I mean, the next, yeah, the one after this. Exactly. As you might all know, there are different programs within ICANN. We have the Fellowship program. There are some participants who are, at the moment, participants on the Fellowship program. The online learning platform, ICANN, Lauren was just developed. There is a lot of outreach material. ICANN dot org is a source itself, as a sort of learning effort.

The leadership training program and so on and so forth. But all of these little dots are spread around the place, and sometimes it's for a newcomer, or even for one who is already very familiar with ICANN, sometimes difficult to find its own way through all of these efforts, and

it also turned out that different stakeholder groups are doing more or less the same programs, and developing the content again and again.

And we believe if this is going to be more structured, more an umbrella of something which is called ICANN Academy, this would be more and easily accessible for everyone. Next slide please. We have various, or if you look at ICANN participants, not as, not on stakeholder groups, but if you say, okay, we have a group of newcomers, we have a group of observers, we have a group of experts, the research, the contributors, leaders, and ambassadors, and of course, also staff.

And those who are quite familiar with ICANN, they know that you can actually step into the position of each of these group at any time. You can enter as a newcomer, you can become a contributor, you can become a leader, even you can become a staff member and then you might come back and find yourself as a newcomer again when you go to another constituency, or when you shift to another stakeholder group.

Next slide please. So, the aim, as we said, that we make it easy and this is a model which is subject to discussion. There is nothing carved in stone yet, but this is one way we could look at all the learning efforts within ICANN, and where we allow newcomers, for instance, to find a way following the green path, for instance. Next slide please.

If you are an expert or a researcher, you might be interested in outreach material which you can use for your university studies, or what you can present to your students if you are a professor. So those people should be able to follow, for instance, the purple track and find a way through all of the material and through all of the programs. Next slide please.

Same applies for a leader. A leader might follow another track offered by their own constituency, and by touching this little and big dots. Next slide please. Yeah, and the same applies for a contributor. The beauty of this model is that from wherever you enter this circle, you will be able to find your way. Enter as a contributor, leave as a leader, come back as an ambassador, or maybe as a staff, or observer, researcher, expert, and so on and so forth.

At this point, I will like to ask you, and especially those who are maybe here for the first time, do you have any questions at that point?

LAUREN ALLISON:

Hi. It's Lauren Allison again, with the department of development of public responsibility. I was just wondering, have you engaged with Jeff Dunn, the online learning specialist, about the potential model?

SANDRA HOFERICHTER:

Yes, Sandra Hoferichter speaking. Yes, we have been in touch with him for the leadership training program. The online learning platform is an essential part of this program as well. There are still lots of works to do, it needs to be developed to become a real learning platform, and not just a compilation of documents, but this is something which is also definitely on the radar of this working group.

LAUREN ALLISON:

Okay. But specifically, these slides, this potential model?

SANDRA HOFERICHTER: If you look at the... Could you clarify the question?

LAUREN ALLISON: Yes. This model that you've just discussed. You said it was under consideration. I was just wondering if this model has been discussed with him or anyone in development and public responsibility?

SANDRA HOFERICHTER: It's Sandra Hoferichter speaking. This model has been introduced to them during the last ICANN meeting in Singapore. And we realized at that point, staff realized, Jeff Duncan and Chris Gift, that there is a lot of confusion in the room about fellowship training programs, Academy, and so on and so forth.

So I'm really looking forward for ICANN staff to join us later and to bring this discussion forward. It's definitely a discussion which is very important and needed.

LAUREN ALLISON: Thank you.

SANDRA HOFERICHTER: Are there any other questions or comments? Okay. If this is not the case, then I would go back to the actual agenda. And provide you a short review of the leadership training program, which is one part of the Academy model, and this drawing is actually direct dot. Heidi, not Heidi, Susie, may I please ask you to go to slide number three?

Yes. So, yes number four, yeah make it number four maybe. And please enlarge it if possible, because otherwise people won't be able to see it. And the one before, it's number four. Exactly. Thank you very much Susie.

So, the leadership training program is a program for ICANN's leadership. When you are participant at ICANN, and you start to get into a position as a working group chair, as a chair of a stakeholder group, as a member of the ExCom of a council, then you are much more involved into the policy development process. And the... One of the problems which ICANN is facing today is that, to make the multistakeholder model working much more in direction between all of the stakeholder groups as needed.

So the idea was to offer a possibility for a new and incoming leaders, to meet during one time in a year for three days, and having a very intense discourse of facilitation skills, trainings, as well as a sort of orientation course, where you learn much more and to dig what other stakeholders are doing, how they are functioning, why are they working the way they are? And where are actually the difficulties sometimes within each stakeholder group, and where are the challenges?

So we propose to setup a pilot program last year in Buenos Aires. It went very well. We have some of the participants here, and maybe I would invite you to explain a little bit more, how you felt as a participant within this leadership training program, and next year on the next program is planned now for Los Angeles. We will modify the agenda a little bit, and we'll present you a proposal and invite you to comment on this.

But at this stage, I would really invite, I will stop talking here and invite former fellows just to give a short few, a short resume of your participation in the leadership training program.

UNKNOWN SPEAKING: Whoops, this is not working. It is working now. Whoops. Thank you Sandra. Well, all I can say is that the program from my point of view, from Latin American, South American point of view, was excellent, because it gave you the chance to put into practice skills, negotiating skills into, like in real situations, real life situations.

I found it very, very useful. And I would strongly recommend especially, not necessarily for GAC representatives, but in my case, it helped a lot. A lot. So it's strongly recommended.

UNKNOWN SPEAKER: Mine seems to be working.

SANDRA HOFERICHTER: Okay. I noticed you raised your hand, you have the floor please.

ANNA: Now it's working. It's magic. Okay, thank you very much Sandra. Well I just would like to say that after 20 and some years of working in these kind of meetings, and sharing, etc. This leadership program and course was very, very important because it was a moment when you stop and see that maybe you're not doing the things in the most reasonable way.

There are other things of improvement. So it was a very good moment to reflect upon things that you are doing, and how you can better achieve being a leader or chairing the meeting, or wanting to achieve something in a negotiation. And there was an exercise that I will never forget.

It was the exercise about this pie. Yes. So it was very interesting to tell you that in a group, sometimes you can think that one person is in bad faith in the negotiation, and maybe it is not or it is. But it was very interesting to acknowledge that and how you perceive that.

And being an adult with lots of experience, makes things very interesting when you stop and do something that you should have done when you were in your early 20s or something like that. And in this period of your life, you stop and you rethink everything. And I must say that I found the course was, with a very good structure and with very good balance, and I think it was very, very good. Thank you.

SANDRA HOFERICHTER:

Thank you Anna. Sandra speaking. I have a hand raised from Sébastien Bachollet. Sébastien you have the floor please.

SÉBASTIEN BACHOLLET:

[French] Grab your headsets, because as you know I'm going to speak in French, sorry. We have interpreters in the room, so they have to work for something, right? It's a hard job. Every day they work very hard. I just wanted to say two things. On the one hand, I think it is utterly important that all of the newly elected, newly appointed leaders

be compelled to participate in this program, and know we say it's mandatory, the organization.

But we never speak of something that's totally accepted. And to me, I think it must absolutely be mandatory for everyone to participate at the program, because for one thing it is a core program, and all the more so because when you are appointed and given responsibilities at ICANN, meeting other leaders who have just arrived at the organization, and who have positions outside the insiders. It is essential then to network with them, to get through.

So I hope we'll manage someday. And that goes for all of the organizations, but I want to stress this, and I will underline this strictly. Including Board members. So I don't want them to explain just that they're different any more, they're different, right, because they've been on to the Board. But other than that, it's men and women, just like us.

It's people who make up the Board. It's the same as we are. They are participants, they are the same as participants. So they have to stop explaining that. And then secondly, after this exercise, after these two days, I already knew I would be reappointed for the Board of ICANN.

And the conclusion was that I could not be reelected, and my decision was to stand as a candidate all the same, to go all of the way, and for democratic processes to follow their own processes. But it was already self-evident, that was the end result. I was right. That's life. But I certainly hope this program is very successful in the future. Thank you.

SANDRA HOFERICHTER: Thank you very much Sébastien. The next is Leon and then Fatima. Leon you have the floor please.

LEON SANCHEZ: Thank you Sandra. This is Leon Sanchez. Well, just as Nicolas said, I think this was a very fruitful exercise and a very fruitful, well breakout session and everything. I mean, putting practice what we were learning in theory, and having this sessions in which we have to apply negotiation skills, and consensus building skills and everything, it was very illustrative of this for me.

And I think we should encourage this Academy to continue, and I like the fact that there has been a revision process of the curriculum, so we can adjust it to better suit the needs of the different groups. So, I like the review process. I really want to congratulate the team on that because I think it's part of the proper learning process of the ICANN community.

If we can improve the program, then we can address the needs of the different groups. And of course, you can count on me for the next sessions. Thank you.

SANDRA HOFERICHTER: Next is Fatimata, and then Hong, and then I will close the discussion on that point.

FATIMA CAMBRONERO: Fatimata speaking. Thank you Sandra. I will speak in Spanish. I took over as ALAC member last November, and I was not part of this program

for new leaders. And having listened to your comments, and I actually feel very envious, because I could not participate on that program. I was told I could not be part of the program because I already had experience in the At Large world.

But actually based on what you're saying, the tools that, the skills that you acquired, are highly important, and even though I had experience and knowledge of the world, I didn't have hold of these skills. My question is, how can ALAC members contribute to the next station of this program in November? If there is any way for us to do so. Thank you.

SANDRA HOFERICHTER:

Thank you Fatima for this question. It is Sandra Hoferichter speaking. I will raise that issue tomorrow during the ALAC session, and we will agree within the ALAC on the procedure, how to select participants from each RALO. So this will be dealt with in another session.

Next is Hong, and then I have a comment, or a question, from our remote participant. But Hong, you have the floor please.

HONG:

Sorry. I have two points. For this leadership program, absolutely is very good and should continue. And I agree with At Large director, for the new leaders it should be mandatory. They must join, so as they have the first experience of multistakeholder communication. That's very important.

And my comment is on the experienced leaders. This is leadership programs. It covers not only new leaders, but also old ones, oh well, experienced ones. Last time, before Buenos Aires, it's a four day program, and some of the experienced leaders were not able to join. Because past ICANN meeting, there will be almost two weeks, they have to leave their full-time jobs for 10 or more days.

That's difficult for them to handle. And this time, this is better. Three days before LA meeting. My question is that is it possible, is it possible or not for the experienced leader to join remotely? Yeah, through the online platform? This is my first comment.

The second comments, following what Fatima has mentioned, this is the leadership program. We may think about the, now leaders programs, community members program. But this is not covered in this agenda item. Right back to you. Thank you.

SANDRA HOFERICHTER:

Thank you Hong. It's Sandra speaking. Regarding your first question, remote participation for such a training is not possible, because we are working in breakout sessions, very interactively with each other. And, I mean, I understand the wish, or the need, to be inclusive, transparent, and [inaudible].

But on some point, and for such leadership training program, you have to go inside a group, and you have the dynamics inside the group, and you won't be able to cover this with remote participation. What can be used, of course, is the module we offer on the online learning platform which is now called ICANN Learn.

And this was also in the better mood last year, it will be developed, hopefully, for this year. So this is something anyone, any other leader can participate in. But remotely there is no chance. And I absolutely agree with your point and you see that on the sheet over there.

The target group, incoming and current, in brackets, experienced leaders, because last year, and we will keep it that way. Last year, experienced leaders were asked to facilitate a session. Thomas [Rickett], for instance, the person from the GNSO very in the back, he is one of the ICANN veterans actually.

And he was willing to take off this couple of days off work and come earlier to the ICANN meeting. And he participated as an experienced leader and facilitated a session. Maybe, if you would like, just a couple of words on how you think it worked for you. I think it was very good, but it is in reply to what Hong just said.

THOMAS:

Being away from your desk at home is always a challenge. That goes for the ICANN meetings, but additionally if there is an Academy activity before that, I have to say that I found the Academy experience very valuable. So I don't regret to have spent that extra time. I mean certainly, it is a challenge but whoever is interested in taking over, and I...

The feedback that I got from other participants was so positive that I would really strongly recommend that everybody tries to make time to attend that activity. So I would fully encourage to have that again. I

think the new schedule is a little bit better for the participants to accommodate.

And maybe there are minor tweaks to the format required, but thumbs up to the Sandra staff and everybody who has been involved in that. I think that has been an excellent experience, because even those that have been in this circus for many years, including myself, that they've learned something that they didn't know. Because usually what we tend to do is, you know, the term silos is being used quite a bit in this environment.

So at the ccNSO, we have the GNSO, we have the GAC, we have ALAC, we have, you know, all sorts of groups, most of which are working in isolation. They have their own policy development processes, they have their own special interests.

And although there are liaisons between these groups and we are now on the verge of having a GAC liaison with the GNSO council, it's still lacking understanding of the thinking and the working approach of the respective groups. So I think this is good for everyone.

SANDRA HOFERICHTER: Thank you Thomas. And I now I would like to ask Susie for the comment or question of the remote participant.

SUSIE JOHNSON: Thank you Sandra. Susie Johnson for the record. First, please let me remind you to please announce your name prior to speaking for, so that

the recording can show your name and also for remote participants to know that you are speaking.

I have two comments. One is a question and one is a comment. The first one is from Javier Rodriguez. The leadership training program must have a proposal, a goal. Any individual in the planet so should be able to be an ICANN leader, but on the dark side of this idea, we the individual users, if we want to express, or leadership in the ultimate position, we need to look for the one, the only one vote that the At Large community has on the Board.

In the original bylaws, 1998, we had nine votes. 50% of the votes. So the development of a leader is tainted with limitations on how far our leaders can go. We need a change on the bylaws to restore real power to the community leaders, to the individual users. Thanks.

The next question comes from Juan Alexander [inaudible] and it's in Spanish. Good morning. Is there information on the website, on the exercise you're referring to? Is there any information available?

SANDRA HOFERICHTER:

Thank you Susie for that question. It's Sandra Hoferichter speaking. This is actually a very good question from the participant, and I'm very happy that Chris Gift and Nora Abusitta have arrived, because this will lead us later to the point how to make the Academy and the leadership training program, and all the other efforts within ICANN more visible on the ICANN website, and how to make it easily accessible so that everybody who wants to participate in any program, not only in the leadership training program, is invited and find his way very easily.

Nicolas, you raised your hand. Do you have an immediate reply on this...

NICOLAS CABALLERO: Yes. Very short. Nicolas from Paraguay. I just wanted to say that one of the best parts of the training program was the role play situation. So that's another reason why it would be too difficult to have an online version of the program. You know, that's a part that I particularly liked, you know, very much. Thank you.

SANDRA HOFERICHTER: Thank you Nicolas. Sandra Hoferichter speaking. This leads us directly to the next point. Susie, may I ask you to go to the next slide? No, the next one please. This one. It's difficult to read because the font is very small, but you will actually see the structure of the program. Just let me explain it very quickly, we have four days of face to face meeting.

These are the four columns in the middle, and we have the preparation phase via the online learning platform in advance. And we have a feedback session which was the Academy working group session during the subsequent ICANN meeting afterwards.

But the four days in between, were the face to face period, and those four days were divided into the first invitation skills part, and to the orientation part. My colleagues from Inside Learning that facilitate the facilitation skills training. These are the purple and the green squares.

And this working group was responsible to develop an agenda for the orientation part. Because as it was already said, four days being away

from office additionally to the ICANN meeting is quite long. We decided to cut it down to three days, but mixed the facilitation skills part with the content part a little bit more.

This was also an outcome which we received from the feedback of participants that I said okay, we had two days of interaction and then we had one day where we had to go through all the topics and through all the theory, and we missed a little bit of interaction we had the first two days.

So can we go to the next slide please? These were the participants. Just very quickly, it was quite balanced. We had participation from almost all stakeholder groups except the ASO and the RSSEC. We had even Board members, Sébastien was participating, staff members were part of this group as well.

Those names who are red couldn't make it due to last minute cancellations or due to visa problems. I know [Beran] was very unlucky, she couldn't make it finally. But overall, we had around 25 participants, and this proved to be a good number and we will keep it that way. Next slide please.

Rafid do you have a question?

RAFID FATANI:

Yeah. On the participants. If you can go back to the last slide. Sorry, Rafid Fatani for the record. You see, we really, really appreciate it. We really appreciate it, of course, everyone being, particularly Sébastien [inaudible].

Well the thing is, it's really difficult to engage with the Board. And these sorts of opportunities are fantastic place for this. And what you see is a complete disengagement, maybe I'm speaking my own hat here, not anything wider, disengagement from the Board in this sort of cross-community activities. And I don't know why, but this really needs to be kind of resolved at a much bigger level, because this shouldn't be the case.

My two pence. But...

SANDRA HOFERICHTER: Question of understanding. Could you please clarify what shouldn't be the case?

RAFID FATANI: No. Why there is less engagement from the Board in these sorts of activities? We had Sébastien there, and we should have more. And my concern is, it's not just the ALAC representative to the Board that gets engaged with the wider community, but the whole Board that should be engaged with the wider community. And this sort of event should be the heart of their engagement really, because this is where we really...

I mean, I was one of the participants there. And there is really where I got to engage with people that I usually wouldn't engage with, Thomas, with Anna, with some many people from different constituencies, that I wouldn't have usually got engaged with. And it just seems to me, and I'm concerned that this might be the case in the future, that there is less and less engagement from the Board, unless it's an ALAC representative to the Board.

And I appreciate that Sébastien was there, but I think there should more, more engagement. I don't know if this is from the working groups, trying to engage more with them, or if there is a complete disengagement from there, they don't really care, or whatever it is. They're overly engaged, the timing of, the essence, I don't know what it is. But I mean this does need to be addressed at some level.

SANDRA HOFERICHTER:

Sandra Hoferichter speaking for the transcript. Yes, it's a very well point, and I think it's not only the Board, we also have to reach out to the ASO and to the RSSEC to participate in this training. And I would really ask all of those who would participated last year, and who are in the room, and also those who did not participate but are convinced that this is a good program, please promote us within your stakeholder groups. The call for participants will be launched after the London meeting.

And last year it was quite difficult to get the attention of the chairs of these stakeholder groups to submit a message to their community, and to explain to them or to forward them this opportunity to participate in this program. Maybe all of them, or all of you are here in this room, could be helpful in this regard.

Susie can I ask you to go to the next slide? This is now the schedule, the proposed schedule for next year. I hope you can read it a little bit better. The green parts are the interactive parts. The purple parts are maybe, I leave that to David because you know that better. Anyway.

We ask participants from last year which session they found most valuable. And made an agenda out of it. And at this point, I would like to hand over to David and his team to explain a little bit more the, this agenda.

DAVID COLE:

So don't try to read the words, it may strain your eyes. This is David Cole with Insight Learning. So the purple, what appears as purple on the screen are breakout sessions. So these are the sessions for those that were there last year, when we went into breakout rooms.

And those will be facilitated by either ICANN facilitators that have been through the facilitation skills training, or community members that were in the Academy last year, that have stepped up to volunteer to be breakout facilitators for this time. So we bring the ICANN perspective into the room as well as the content.

So [inaudible] and I would be delivering content, which would be, appears to be more of the green boxes, and part of the feedback that came in last year was that, you know, we had two distinct events. We had the two days for facilitation skills, and then we had the two days of the leadership program.

So in combining the two, the part of the objective, is to, you know, manage the energy of the group and the flow so we don't go to sleep in the afternoon, after lunch, and we're, you know, in the morning we have some of the presentation sessions when we're all alert and, you know, ready for those.

And then also, [inaudible] and I will be working across the three days, helping manage time and facilitating facilitation, if I can put it that way. So that's the intent of this schedule, is just to create a better energy flow, as well as bringing in the topics that were most useful in creating the appropriate learning progression to keep those topics in.

SANDRA HOFERICHTER:

Thank you David. It's Sandra speaking. You were great colleague in terms of the facilitation skills part. We learned a lot. I felt like a participant myself. And this working group will be responsible for the content part. We will keep the concept of asking experienced leaders a session. They are able to speak on. We will not invite additional trainers because we, this community doesn't like to be trained in a way, but it's more an exchange of experiences.

So we will keep that concept. And I hope the new flow of interactivity and thematic discussion will provide us, or provide the fellows, this year a good result as well. Susie, the next slide and then I will finish on that topic, because I see Chris Gift and his colleague Nora just arrive.

This is actually the proposal of how to distribute the seats. It's proved to be, or it worked out in theory quite well. We have five seats for the ALAC because they have five regions. We have in general two seats for each stakeholder group, the GAC requested three seats because it's a very huge group.

And the GNSO are assigned nine seats because they have the different houses and because of the structure of the GNSO. So overall, we will deal with around 90, 29 participants, keeping in mind that there will be

last minute cancellations and this group will definitely cut down to like 25 or something, because this has budget implications as well.

I want to stop on this issue here. This was just an update on the current development of the leadership training program, and I want to use five, or maybe we can have 10 minutes to engage with Chris and Nora, to think into the, to look into the options, how we can make the whole Academy framework. And at this point, we are not speaking about a leadership training program, but we are speaking about something which deserves the term ICANN Academy, how can we make that visible on the ICANN dot org.

And I remember Chris, that we already started this discussion in Singapore, and maybe you have an update on this? Susie I would like to ask you to go further down through the slides with the dots and the arrows. Yeah. Or maybe one further down, where, exactly, such a slide. Thank you very much. Chris, you have the floor.

CHRIS GIFT:

Thank you. I'm Chris Gift, online community services. The first, actually I think we need to hear from Lauren, I don't want to put her on the spot, but she has an update about how the Academy is linking with the online learning platform. And then I'll come back and talk about the website.

LAUREN ALLISON:

Hi. I'm Lauren. I'm development and public responsibility manager, under Nora Abusitta, who is a VP for that department. First of all, thank you very much for inviting us along. I am really, really impressed with

all the work that the academy and the leadership program have been doing.

OLP, as you know, falls under the development and public responsibility tracks that we're exploring at the minute. It's part of a greater initiative that we're under going. We're looking at how ICANN can best address and steam line all of its development, public responsibility, public interest programs. And so we actually have a session tomorrow, 1:00 here, sorry to plug that as well.

But we would love your feedback into that process. And one of our tracks is education, which is where the OLP falls under. So that's where things fall at the moment, but we are, really want to encourage people to start creating their own content. I've had a really good experience with the At Large community in creating their own content.

The main part of the OLP process. It's a program that's for everyone by everyone. So that's where we are at the minute. Happy enough to take some questions. But I'll hand it over to Chris here as well, just to, yeah.

CHRIS GIFT:

Chris Gift, online community services again. So, Sandra, I've made no progress since Singapore, principally because I'm not sure what to do. I should have reached out, we should have had a call between Singapore and today to find out what the real, what the requirements are, how do we want to link up, where does it go.

I'm actually, if we have time, more than happy to bring up ICANN dot org right now and take a look and we can start discussing it. Or, we can schedule time here. But I really need to engage with you guys on the

specifics of how we bring it up. I just don't want to make decisions about it, let's put a button here, and link off over there.

So I really want to get some requirements. And I'm more than happy to do it now, or some other time this week or whatever.

SANDRA HOFERICHTER:

Thank you Chris for your brevity, I mean that's just very clear. And I know how little time between the meetings is, and that you were very busy with this new ICANN dot org, that's the real challenge and you have my full understanding. I would propose, because time is actually over, and we won't have the opportunity to discuss it in detail, that some members of this working group, and I invite everybody who is interested in such a small group, to meet on the telephone, explore the options.

Maybe it's even better to meet here, if you find the time during the ICANN meeting, because then we can actually look at ICANN dot org, and see what's possible. Work on the proposal, which we can then present in Los Angeles. And I think this goes along with the development of the ICANN Learn, online learning platform, which is an essential part of the leadership program, and which is actually the software of all of the ICANN learning efforts.

I think the Fellowship program, capacity building which each SA and SO, they will all use the online learning platform as a source for their material, for their presentations, and so on. So I think this is a very integral part and it's not by chance that the online learning platform is the biggest ground here in this drawing.

And as I said before, this picture is not carved in stone. This is just a way, how we try to make the concept more visible. I think rules are discussed for explain, might be helpful here to develop or to further develop such a structure, and make it quite visible on the website and elsewhere. Chris, please.

CHRIS GIFT:

This is Chris Gift. I also recommend that we dove tail this work with the ALAC website, with the rework on the ALAC website. I mean, maybe, you know, should we be thinking about having links from that website directly into either Academy, or online learning, and so on.

SANDRA HOFERICHTER:

Tijani, you have a comment?

TIJANI BEN JEMAA:

Yes, thank you. First of all, ICANN Academy is not At Large. So, it's better to treat it separately. It is the whole community. There is enough confusion, I don't want it to be bigger. Second point, for the online learning platform, I do think that we need something like [inaudible]. Because as it is now, it's material on the shelf. It is informative, but it is not learning at all.

So, we have to discuss perhaps, but we have to find the tools to do it. The problem is that we didn't identify the tools.

SANDRA HOFERICHTER: Thank you Tijani. I fully agree with you. The online learning platform was in the beta mode last year, and we should improve that. So we're are learning tool and not just book on the shelf. Nicolas, you have a comment?

NICOLAS CABALLERO: Yes, very short. Speaking as a former participant and regarding the online participation and everything. I'm not an online expert in education or anything like that, but there is one thing, when you read something, you learn. That's for sure.

When you read something, and you listen, and you see, you learn more. But when you read, you listen, you see, and you perform something, you learn even more. And that's what I found particularly useful. Thank you.

SANDRA HOFERICHTER: Just a question to you. It's Sandra speaking. Did you went through the online learning platform? How would you rate this from your experience in terms...

NICOLAS CABALLERO: Sorry. Yes, but again, the onsite role play was, in my humble opinion, the best part. It would impossible, in my humble opinion, to create the environment online. Thank you.

SANDRA HOFERICHTER: Okay. It's Sandra speaking. Just get a sign from Heidi that next group is actually waiting to enter the room. But I just wanted to give the floor, very shortly, to the lady over there, because I cut her off already and I don't want to do that again.

UNKNOWN SPEAKER: This is [inaudible] for the record. I have engaged in the online learning platform. I'm in the mentorship program. And my comment is the material is a bit outdated. The Internet is evolving, and ICANN, as the organization that is the home of the Internet, I suggest that they update the materials constantly. Thank you.

SANDRA HOFERICHTER: Thank you. This was a very, very good comment, and I think [Lorienne] will take track of that, indeed material on the learning platform is a bit out of date and we should change that. We are five minutes over the time, but I really like to thank you on that point for your active participation and for coming here.

It was very helpful. And as we just said, we are going to setup [inaudible] on the new leadership training program. And if you want to join a group, which looks into the possibilities, how to make the Academy as a rule, more visible on ICANN dot org and elsewhere, just come to me and we will arrange a call, or a meeting with [Lorienne] and Chris and look into detail, and give this group an update during the Los Angeles meeting, and I'm looking very much forward to it. Thank you very much.

[END OF TRANSCRIPTION]