

ATRT2 Recommendation 2 Implementation

Board Performance and Work Practices

30 June 2015

Implementation 2 Timeline



July 2015
Publish Training
Materials authorized
for posting

Recommendation 2 Implementation Description

Recommendation 2 states: The Board should develop metrics to measure the effectiveness of the Board's functioning and improvement efforts, and publish the materials used for training to gauge levels of improvement.

The Board Governance Committee has overseen staff's development of a comprehensive onboarding training program aimed at ensuring new Board members will be able to carry out their roles and responsibilities effectively. In this respect, an "onboarding" training session was provided to the full Board on 24 April 2015 to ensure that the current Board has equal understanding and knowledge of their fiduciary responsibilities. The training material has been published online to the extent ICANN had the rights to do so.

Staff is also working on putting in place a development/ongoing training program aimed at building new skills and knowledge among the Board to enhance performance of Board members in specific areas of expertise. Assessment of the training provided is being conducted to measure the effectiveness of the program and improvement efforts, and to determine what additional steps can be taken to further improve the quality of the training programs.

Status of Deliverables

	Responsible	Due Date
Develop Board Member Skills Assessment	Staff	✓
Ensure Board members complete Board Member Skills Assessment	Staff	✓
Develop "Onboarding" Training Program	Staff	✓
Develop Training Platform to host onboarding but also "development/ongoing" training resources	Staff	✓
Develop Post-training assessment	Staff	✓
Publication of Training Material	Staff	✓
Measurement of training efficiency (set of KPIs) to be an ongoing effort once project is operationalized in July 2015	Staff	July 2015
Development of a list of preferred development/ongoing training providers, with geographical representation	Staff	July 2015

Complete
 Planned/In Process
 Behind schedule, expected to recover within original plan
 Behind schedule, original plan to be adjusted

ATRT2 Recommendation 2 Implementation

Board Performance and Work Practices

28 June 2015

Project Status

This project has both short term and long term components. ICANN staff mapped out specific tasks, milestones, deliverables and dependencies to implement all aspects of the ATRT2 Rec 2. The following short term improvements have been realized:

A comprehensive onboarding training program focusing on the full Board's role in Board Governance, Finance, Audit and best practices has been developed. The first session of the newly developed program was held with the Board on 24 April 2015 in order to help ensure a common set of skills and understanding across the Board. Following the assessment of this training session, the material will be further developed and made available in the future to all new Board members upon their appointment to the Board. The material used for this training has been published at: <https://www.icann.org/resources/pages/training-materials-2015-06-09-en>

- Additionally, a Board Training Platform was assembled in partnership with ICANN-learn, in order to make accessible to Board members a wide range of resources available across the Community. This training platform is now available to the Board and specific training modules are being developed (such as training on Board tools in order to optimize the use of advanced tools across the Board).

In parallel, we are in the process of assessing Board members' skill sets, through individual training questionnaires that have been completed and will help identify and propose tailor-made training programs for individual Board members, as well as inform any general training for the full Board that might be beneficial.

The work will then turn to evaluating post-training improvements and how to document these improvements. This work is closely tied to the implement of Recommendation 1.

Implementation Notes

BGC members, assisted by relevant staff members, are ensuring that the Board is comfortable with the process of assessing their skill sets and following relevant trainings and have participated in the organization of the 24 April 2015 training session.

There is a significant challenge in developing objective metrics to measure an individual's skill set, as well as how to objectively measure improvements over time. To mitigate, staff will spend sufficient time with necessary experts (such as external trainers and Board assessment experts) during the development process to help determine if objective metrics are possible, and if so, what those might included. Staff plans to assess the quality of each training provided to the Board in order to implement improvements in an ongoing manner. Staff also plans to keep populating the training platform with relevant resources and training material and ensure that Board members are kept informed of all training options made available to them (training newsletter to be developed).