At Large Review

Structural Improvements Committee
13 January 2015
**Objective**
- Comply with requirements of ICANN Bylaws - examine organizational effectiveness
- Apply lessons learned from GNSO Review

**Independent Examiner**
- Selected by competitive bid, based on set criteria
- Tightly scoped contract

**Working Party**
- Designated by ALAC
- Serves as a liaison between the SIC, ALAC and At Large and Examiner

**Work Methods**
- Examine documentation, records, reports; observe
- 360 Assessment – online tool
- Limited Interviews

**Review Criteria**
- Objective and quantifiable, selected from developed lists
Organizational Review Cycle – 5 Years

Plan Review
6 months

Conduct Review
9-12 months

Plan Implementation
3-6 months

Implement Improvements
9-12 months

Standard Operating Process*

Implement Improvement
27-36 months

* Includes ongoing reporting, tracking, monitoring effectiveness
## Timeline

<table>
<thead>
<tr>
<th>Phase</th>
<th>Date</th>
<th>Activities</th>
</tr>
</thead>
</table>
| Plan Review            | JAN – JUN ‘15 | Develop Plan  
Form At Large Review Working Party  
RFP/Select Examiner |
| Conduct Review         | JUL‘15 – MAR‘16   | Conduct Review  
Report and Recommendations |
| Plan Implementation    | APR – SEPT‘16  | Develop Improvement Plan  
Integrate into Plans and Budget  
Publish Report  
Monitor Implementation |
| Implement Improvements | OCT‘16 – JUN‘17 | Implement improvements  
Monitor implementation  
Integrate into plans and budget  
Publish Implementation Report |
| Standard Operating Process | JUL‘17 – AUG’19 | Gain operational experience  
Ongoing reporting, tracking and monitoring |
| Assess                 | SEP – DEC’19  | Conduct Effectiveness Self-Assessment  
Prepare Report for Next Review |
Review Process

- Review
  - Examination of documents and records, observation
  - Results of implementation of prior Review Recommendations
  - 360 Assessment
  - Interviews

- Report
  - Working text
  - Clarification and correction
  - Draft Report
  - Public Comment
  - Final Report
  - Board Accept

- Implementation Plan
  - Prepare and Coordinate Implementation Plan
  - Board Approval
Roles and Responsibilities

<table>
<thead>
<tr>
<th>SIC</th>
<th>Staff</th>
<th>Independent Examiner</th>
<th>Review Working Party**</th>
</tr>
</thead>
</table>
| • Oversight  
  • Accept Report*  
  • Approve Plans* | • Prepare RFP  
  • Select Examiner  
  • Monitor Process  
  • Support Examination  
  • Support outreach and engagement  
  • Manage Report Process  
  • Prepare Implementation Plan | • Review of documents, records  
  • Observe proceedings  
  • Develop and conduct 360 Assessment  
  • Conduct interviews  
  • Prepare report  
  • Engage with stakeholders for clarification and correction | • Assist with outreach and engagement  
  • Coordinate 360 Assessment  
  • Coordinate Interviews  
  • Provide clarification and corrections  
  • Prepare Implementation Plan |

*Prepare Recommendations for Board Action  
** Formed by ALAC
Staff will develop an At Large Review Wiki, FAQs and maintain key statistics (see GNSO Review for reference)

- **GNSO Review Wiki**
  [https://community.icann.org/display/GR2/GNSO+Review+2014+Home](https://community.icann.org/display/GR2/GNSO+Review+2014+Home)

- **GNSO Review FAQs**
  [https://community.icann.org/display/GR2/GNSO+Review+2014+Frequently+Asked+Questions+%28FAQs%29+Workspace](https://community.icann.org/display/GR2/GNSO+Review+2014+Frequently+Asked+Questions+%28FAQs%29+Workspace)

- **GNSO Review Key Statistics**
  [https://community.icann.org/display/GR2/GNSO+Review+2014+Home](https://community.icann.org/display/GR2/GNSO+Review+2014+Home)
Thank You

Questions?

Organizational Groups

- Adherence to Charter & ICANN Principles
- Governance & Management
- Membership Processes
- Elections & Voting
- Communications & Participation

Mission Fulfillment
Continuing Purpose
Structural Viability
Environmental Responsiveness