All questions and completed forms should be sent to controller@icann.org.
Please remember that the deadline for FY18 Budget consideration is **10 February 2017.**

REQUEST INFORMATION

Title of Proposed Activity	
Creating Leaders in LACRALO	
Community Requestor Name	**Chair**
Alberto Soto	Humberto Carrasco
ICANN Staff Community Liaison	
Heidi Ullrich/Silvia Vivanco	

REQUEST DESCRIPTION

1. Activity: **Please describe your proposed activity in detail**

This aim of this activity is to create leaders in LACRALO. Oriented to those who have never held any positions in LACRALO, ALAC or ICANN.
It has as a prerequisite to have taken following courses in ICANN LEARN: "Intro to the At-Large Advisory Committee" and "Introduction to LACRALO" (in EN and ES). This will allow for the leveling of basic knowledge required.

The second stage contains the specific contents of creating leaders. Provide participants with concepts, tools and techniques that every leader must know in order to generate competencies to influence their collaborators and guide them towards obtaining the expected results. This material would be developed by LACRALO experts in collaboration with At-Large staff.

Working in collaboration with previous LACRALO leaders, including the soon to be created Council of Elders, and staff, a guide on key leadership activities will be prepared to provide incoming leaders with more information on what is required of them as leaders.

Program Outline: Foundation and Leadership Development - Project Management - Tools and Supervision Exercises - Leadership at ICANN. All content will be oriented to ICANN's activities. When explaining the conditions that a leader must meet, each example will be with the characteristics of our ecosystem. If the exercise says "ride a bike" it will be on an ICANN bike.

In addition, participants would be required to participate actively in LACRALO policy development capacity building activities so as to develop knowledge on ICANN policies and their potential impact on end-users.

A third stage would be implementation of a LACRALO mentoring program that would match experienced LACRALO leaders with potential leaders.

The next steps would potentially include the observation that from there they are prepared to run for RALO, ALAC or ICANN positions with the best base and only have to adjust to the form of work depending on the position. In addition, they can apply voluntarily to the positions requested by the NONCOM, or as Chairs in the WG without

having the current problems. Citing next steps can generate commitments that we still cannot assume, in my humble opinion

This pilot activity could potentially be a model that other RALOs develop and implement.

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2. Type of Activity: **e.g. Outreach - Education/training - Travel support - Research/Study - Meetings - Other**

Education/training

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3. Proposed Timeline/Schedule: **e.g. one time activity, recurring activity**

Total twenty-four hours via Adobe Connect. Two hours per week, eight per month, total three months.

Upon completion, LACRALO participants would be acknowledged as potential leaders within LACRALO.

REQUEST OBJECTIVES

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1. *Strategic Alignment.* **Which area of ICANN's Strategic Plan does this request support?**

3.3 Organization has established systems to attract and retain the very best talent globally, and to develop and motivate Board, staff and stakeholders to achieve their highest potential and contributions to ICANN.
- ICANN is recognized by the global community as having technical
excellence and thought leadership.
- Decisions are informed by the best available operational, technical
and legal expertise from within and outside the ICANN community.
4.4 - Shared understanding by Board, staff and stakeholders of the allocation of responsibilities for design, development and implementation of policy and operational processes.
- Shared understanding of the roles, responsibilities and accountability of the Board, staff and stakeholders.
- Board, staff, and stakeholders use best practices and exercises appropriate behavioral norms.

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2. *Demographics.* **What audience(s), in which geographies, does your request target?**

LACRALO members, especially potential leaders.

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3. *Deliverables.* **What are the desired outcomes of your proposed activity?**

The deliverables would primarily be an expanded leadership pool within LACRALO. Having more experienced leaders would provide benefit to all of LACRALO thus strengthening its contribution to At-Large and ICANN.

The direct impact on the mission of LACRALO will be that we will have people with a very reasonable basis to act individually, and therefore will improve the group performance. It is a motivation for the person who benefits the group.

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4. *Metrics.* **What measurements will you use to determine whether your activity achieves its desired outcomes?**

An increase in the leadership pool within LACRALO. More aware and experienced LACRALO leaders.

RESOURCE PLANNING – INCREMENTAL TO ACCOMMODATE THIS REQUEST

Staff Support Needed (not including subject matter expertise):

Description	Timeline	Assumptions	Costs basis or parameters	Additional Comments
Preparation of leadership activity checklist			Assumed to be part of normal staff activities	

Subject Matter Expert Support:

External trainer to guide and lead the training aspects of this project. Incite Learning may be a logical choice.

Technology Support: (telephone, Adobe Connect, web streaming, etc.)

Adobe Connect; teleconferences.

Language Services Support:

English, French, Spanish

Other:

Relevant documentation on leadership and policy.

Travel Support:

N/A

Potential/planned Sponsorship Contribution:

None