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YESIM NAZLAR: Good morning, good afternoon, and good evening to everyone. Welcome to the APRALO Mentorship Program Call taking place on Thursday, 23<sup>rd</sup> of February, 2017, at 10:00 UTC.

On the call today we have Cheryl Langdon-Orr, Ali AlMeshal, Maureen Hilyard, Holly Raiche, Satish Babu, Pavan Budhrani, Amal Al-saqqaf, Bikram Shrestha, Narine Khachatryan, Lianna Galstyan.

We don't have any apologies for today's call. I'm just checking if I've missed anyone. I think not.

From staff we have Gisella Gruber, Evin Erdoğan, and myself, Yeşim Nazlar.

Finally, if I could please remind everyone to state their names before speaking for the transcription purposes. And over to you, Ali. Thank you very much.

ALI ALMESHAL: Thank you, Yeşim. I hope I'm very much clear in my audio.

First of all, I would like to thank all of the mentees and mentors for accepting this call on a very short notice. And a great thanks, again, for those who managed to send their feedback on the survey which was, again, on a very short period requesting all of our mentees to participate and send us their feedback.

I hope that the rest will be able to complete, although we have put a deadline. But we would like to hear from the rest of the mentees to get

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*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.*

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their feedback because, as far as now, whatever we have received, I will tell you honestly speaking, has a very much variable feedback and information that will help us to really improve this program which is for the benefit of all of us.

But to take that much of time, I would like now to hand over to Cheryl Langdon-Orr who will take us through the Mentorship and the agenda she is having for that.

Cheryl, please. The floor is all yours.

CHERYL LANGDON-ORR:

Thank you very much, Ali. Staff are popping up a few little slides I threw together – and I do mean “threw together” – this evening, in the last 24 hours. And I only found out about this call less than 15 hours ago. In the last 24 hours, this is my eighth ICANN call. And, yes, I am still trying to earn my keep, so forgive me for not having marvelously prepared material for you, and indeed materials that are going to be spoken to, rather than amaze you with tricks and clever little animations that you may be used to from the far more professional presentations.

That said, I’m delighted to see so many of you who’ve managed to make this call on, as Ali suggested, very short notice. For those of you who were in the APRALO call – the monthly meeting – I requested that we try and have a meeting before the Copenhagen meeting because I felt it was an important point in time for us to have a mid-program review – a mid-point to the Pilot Program review.

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And, of course, that's come serendipitously in perfect concert with the survey that Ali has sent out and the majority of you have responded to. But I will admit that I have not, in fact, had the time, the energy, nor indeed the inclination yet to go through that survey in detail. But it is on my to-do list.

What I wanted to do was allow us – and do pardon my 18-month-old puppy [in my bed] who's growling and fighting great demons, I think [there on the bottom pallet]. She's having a puppy dream and so it's not something going bizarre in the background noise. It's a puppy fighting off demons. I'm sure she'll win [to a dream state].

The indications I have had, however, was that perhaps not everyone had got out of our program what they had hoped to, and part of that was because we had the good idea of the program and then really didn't formulate it terribly carefully. We have novice mentors in the main. Some of the mentors have [accessed] peer support. Some of the mentors have actually given somewhat specific and, in some cases, limited capacity [inaudible] mentors in other circumstances. And we actually have some mentees that probably, to some extent, needed more experience in some aspects of mentoring than the people that they're paired with.

So, it really is important if we're going to build a better model and help people to step up to leadership for us to have a fearless and frank discussion. And that's what I'm hoping to [carve] out of you now.

So, let's declare that this is a guilt-free, although recorded, exercise. But if there's something you want to be brutally honest about, you should

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do so. If there's something you want to criticize, please feel free to. But do try and be constructive in your criticism. And if there's something you wish to confess in terms of disappointments or aspirations that were not met, it will be very useful for us all if you can share it. So, think of it as a little bit like an AA meeting, although we will be using names.

If we can move to our next slide now.

What I want to cover in all too little time today – because we only have a 60 minute call and only 45 minutes of the call is dedicated to what I'd like to be covering with you – is pretty much entitled, "So little time and so much still to do." That works for today's call, but it also works for our Pilot Program as well.

But this is what I want to take us through today. What [inaudible] jointly and civilly. And to some extent, we will be able to short-cut that because we now have the survey results. The same can be said, to some extent, [with the], "Are we there yet?" My position is, "No, not yet. But we still have a little [up] the road to travel."

So, where can we best focus our valuable time and energy? That's going to be something I'm looking forward to hearing from you all about.

I want to look at individual and group aspirations (and that includes the mentees and the mentors); I want to look at some [simple scores] (in other words, the low-hanging fruit) and some of our longer-term objectives (and I put in a little one-liner there that all boats tend to float – unless they've got holes in them – with rising tides); and do a little brainstorming exercise; and I want to look towards next steps.

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Is there anyone who is uncomfortable or concerned about that as a plan for our whirlwind tour?

Excellent. Silence is sometimes a good thing to hear.

Can I have the next slide, thank you?

So, next let's look at what are our aims. At least eight, if not nine, of our mentees responded to the survey form that was sent out at the beginning of our program, and I haven't looked to see how many of you did respond to the survey that Ali has recently promulgated the results for.

But what I am very aware is that not all of the mentees did so. That is a concern. It's an observation that sometimes people put their hand up for programs and projects thinking, "Oh, yes. I do have the time and the energy to do that," and then circumstances change. But if that is the case, I think what we need to do is encourage people to pull out rather than to not contribute or to not make the commitment to go the full extent of the program.

It's never planned to be a particularly formal program. This is not Capacity Building. This is an attempt to match you with people holding existing leadership positions and for you to glean off them as much as you can as mentees about how they are acting in leadership and how you can [get up] the leadership to be something like them or perhaps something quite the opposite to them. That's okay, too.

So, what I'd like to do is have about a five-minute conversation. Perhaps I'll run it to six or seven minutes if I'm getting a lot of input now. But I'd

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like you to look at a couple of things. From the mentors, I want to know what have you ascertained about what your mentee wants to get out of this program and the relationship. How did you ascertain this? What did you plan to do to help them achieve it? How far have you got with that plan? And what discussions and feedback have you had with the outcomes with your mentee?

From the mentees, I'd like you to approach... I'm going to do a round robin to us all, but these are the points I'd like you to think about and highlight what you can out of them.

From the mentees, what have you told your mentor you want to get out of this program and relationship? How did you transmit this? What have you done to achieve this? How far have you got with that? And what discussions and feedback have you had where the outcomes [inaudible] mentor?

There is no right or wrong answers. This is not a quiz. This is not judgmental. But what we need to see if we can do is find out, did we aim too high? Did we aim actually incorrectly?

Do we want to offer a cup of coffee to the building and construction worker that's in the background? Was somebody [inaudible] today? I work with people who work in construction, so I recognize the hammering of something. But that is an aside for the record, but it is a reminder to say perhaps if you're not speaking, you should have your phone muted.

I'd like to go, first of all, to the mentees. We have almost a one-to-one relationship between the mentors and the mentees today. And so, if we

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just go down the attendee list – because it happens to be in an order I can follow – and if you’d like to take somewhere between 60 and 90 seconds to cover off any or all of those points.

Let’s start, first of all, with Adeel. Adeel, as a mentee what would you like to say about things?

Okay. Not hearing anything, I’ll see if Yeşim or Evin can sort out communication problems with Adeel, and I’ll be coming back to this in a moment because this is something that happens all too often in our calls.

Amal, if you –

ALI ALMESHAL: Cheryl, he just wrote something in the Adobe. Cheryl?

CHERYL LANGDON-ORR: Yes. [inaudible].

ALI ALMESHAL: Adeel is having a problem. He says he cannot talk right now because his boss is just sitting behind him, so he cannot talk.

CHERYL LANGDON-ORR: That’s fine. That’s the sort of thing one needs to know before one goes through these things. Again, I’ll come back to that shortly.

Let’s then go to Amal. Amal, are you connected?

ALI ALMESHAL: We cannot hear you, Amal. Maybe [inaudible].

UNIDENTIFIED MALE: [inaudible].

CHERYL LANGDON-ORR: Okay. If Amal is connected, I'm going to then ask Evin or Yeşim if they can assist him by checking what might be wrong with his audio. This is going to be a very short session [on this slide]. We're getting [a word to] Bikram. Bikram, hopefully we'll be able to [inaudible].

[laughing] This is almost too perfect.

Bikram, are you connected with audio?

BIKRAM SHRESTHA: Yes. I can hear you.

CHERYL LANGDON-ORR: Terrific. We'd like to hear from you. As a mentee, is there anything you can share with us about what you told your mentor about what you wanted to get out of this program; how did you transmit it; what have you done to achieve it, etc.?



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BIKRAM SHRESTHA: Thank you very much. This Mentorship Program I have already a brief last meeting, so this was a very effective and wonderful program APRALO has organized. Now I think I'm also the [course] for the ICANN58 meeting for the Fellowship Program. I got the Fellowship for this Copenhagen meeting also. I think this is a wonderful program. It will definitely help in days to come to [all] this APRALO [vision]. Thank you.

CHERYL LANGDON-ORR: Thank you very much, Bikram. I appreciate your input.  
Lianna.

LIANNA GALSTYAN: [inaudible].

CHERYL LANGDON-ORR: Try again, Lianna. We heard you slightly.

LIANNA GALSTYAN: Hello. Do you hear me?

CHERYL LANGDON-ORR: We do now. Please go ahead.

ALI ALMESHAL: We hear you.

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LIANNA GALSTYAN:

I really appreciate the program. [I think] it was really [inaudible] for all that if you want to tap in and later share. What I wanted is a little bit more interaction with mentor-mentee. That is a kind of personal thing [inaudible]. We need to find an exact timing of this. And I really appreciate the slide thing, but what we need to establish what is the aim of this program and what we are expecting; what are our expectations; and how now what means we can [give to this] in order to reach this principle and this aim.

I do not have much feedback on this because we are just trying to start our program with my mentor. This is an honest statement. I think that in a short time we can reach out to a good dialog and or try to get more benefit as we [inaudible].

CHERYL LANGDON-ORR:

Thank you, Lianna. I appreciate that and I also appreciate – if I may step in and try and speak on behalf of your mentor – your understanding on the fact that life does get in the way sometimes. And I’m sure you’ll have a very productive partial program, but thank you for that. And I look forward to the end of program review as well from you.

Nadira, over to you.

Nadira, I’m seeing your microphone active but I’m not hearing you. Please try again. We’re not really hearing you clearly. I’ll ask staff to see if we can work with improving that for you, and we’ll move on to Narine.

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Narine?

NARINE KHACHATRYAN: Hello, everyone. Can you hear me?

CHERYL LANGDON-ORR: Yes, perfectly. Please go ahead, Narine.

NARINE KHACHATRYAN: Can you hear me?

CHERYL LANGDON-ORR: Yes, we can.

NARINE KHACHATRYAN: Greetings to everyone. Thank you for this call, first of all, and thank you for just raising this issue. I will be brief. Truly, I find the Mentorship Program very important and useful, and would like to use this opportunity to say thank you again to my mentor, Maureen Hilyard. Actually, this program helped me to stay engaged more actively in the At-Large work.

And potentially, this program opens more possibility for communication and exchange of experience between mentors and mentees. In my opinion, it would be very useful to organize regular calls. We could meet either with the whole group, or maybe it would also be interesting to have private calls with those mentees who are engaged in some

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working groups and who are interested in particular topics. That's all.  
Thank you very much.

CHERYL LANGDON-ORR:

Thank you, Narine. I'm pleased to note that you watch the clock as closely as I do. When I said 60 to 90 seconds, you took me seriously. That's excellent.

We're going to go to [Naveed] next, but then we will come back to our additional people who have joined since we started this part of our call. So, I'm going to head back to Anupam and Amir. And what we're asking you to do is spend 60 to 90 seconds – and you can look on the screen and see the types of questions I've asked of the mentees – and if you can [cover] off one or more of those, that would be greatly appreciated.

Naveed.

Naveed, we're not hearing you if you're speaking.

Okay, we'll come back to you, Naveed, and see if we go to another [cycle]. All I'm seeing is you're bold enough to ask me is it possible to obtain a copy of the presentation? The answer is, absolutely. I've already given permission for it to go up on our Meeting page, although it's not a terribly in-depth one. It really is just talking points.

But yes, and while I'm responding to you, I'm going to put you in the hot spot now and if you have your microphone connected, would you care to make a short intervention on what were your aims as a mentee?

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ALI ALMESHAL: Cheryl? I think we have Amal. She is on the call right now. Do you want her to give her speech?

CHERYL LANGDON-ORR: That's terrific, but Aris is the one I was calling on. I'll come back to Amal.

Okay. Aris doesn't have a microphone. That's fine. We understand that. Amal, you're up now then.

AMAL AL-SAQQAF: Okay. Can I start now?

CHERYL LANGDON-ORR: Please do that. Amal, just check you haven't muted again.

AMAL AL-SAQQAF: Hi, everyone. At first, thank you and thanks for the mentors and [inaudible]. At first I told my mentor that I want to be engaged more in APRALO and [inaudible] the Capacity Building Working Group. And now, I [inaudible] Capacity Building Working Group as a member. And, also, I joined some other working groups that I didn't plan to.

So far, I see the Mentorship Program [some] useful and, most importantly, is to feel that there is a support for a reference person who you can just drop an e-mail any time. Although, all ICANN members are very accessible and reachable and cooperative.

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My feedback also is maybe to make a common work or assignment for the [inaudible] mentors or mentees – or [actions of] mentees with common interests who could participate, for example, in public comments or in some specific GAC project or program within ICANN and within At-Large. That's it, and thank you all.

CHERYL LANGDON-ORR: Thank you very much and some very important points there, Amal. And some of those I'd like to come back to a little later on in today's proceedings.

Anupam, are you able to talk to us, or do you have microphone or communications with us?

ANUPAM AGRAWAL: [inaudible] am I audible?

CHERYL LANGDON-ORR: Yes. Audible. Very good. Please go ahead.

ANUPAM AGRAWAL: Okay, thanks. Hello, everyone. Just to share the first thing after the ICANN Hyderabad where me and Cheryl and others and my mentor we had a talk. One of the updates is that we were in RSSAC Caucus because of the [inaudible] implementation in Kolkata.

So, update from my side, where now I'll be working with the Anycast Working party within the RSSAC and the Outreach Committee within

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the RSSAC. That's a little [inaudible] [update] which has happened post Hyderabad.

Additionally, [inaudible] from on what I learned from my mentor and Cheryl was that there has to be [a little] capacity development which is at the core of this particular [ALS]. So, to [inaudible] on with that, we are organizing the DNSSEC [inaudible] training workshop in Kolkata the 9<sup>th</sup> of March which is, again, from one of the trainers from ICANN, Champika Wijaytunga. And I am in touch with ICANN's Samiran Gupta from India to get this workshop going.

So, this program has actually hindered – [no, helped] me in particular to focus on some of the activities which we were doing. And thanks [inaudible] you said that three things could be done. I am trying to do it with two. And then one of the things which is still [inaudible] from what was the takeaway was that [inaudible] kind of has to be up on this ALS so that we have yet to do.

But this mentor-mentee program, this [inaudible] Mentorship Program has actually helped to focus on the things because there are too many things to be done. So, based on the capacity as well as the aptitude to do things, I think this is helping to focus on the things which you can do well. Thank you.

CHERYL LANGDON-ORR: Thank you very much.

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Now, is there anyone we've missed earlier on because of their communication problems? I note Naveed, your hand is up. Please let us know if you do have coms open now.

Naveed, go ahead.

RAO NAVEED BIN RAIS:

Hi, everyone. I like to see participation already, and I'm enjoying the comments and listening very carefully to what everybody has to say. Actually, my objective of joining the Mentorship Program was to learn more and find my place within the APRALO and At-Large as a whole.

I've been associated with ICANN and a lot of its activities for the past three years now in different capacities, like at different roles whether it's DNS, DNS Security, with RSSAC, with GNSO, and things like that. But here, being associated with ISOC [inaudible] for which I was President last year.

So, I find At-Large as a place [the regional things] [can't] really go ahead. The problem that I see so far with this is that I think we should be better at the planning, the objective, and maybe the [goals for] deliverables or whatever. I don't want to mean that delivery [will have a delivery], but as an objective like after six months, after three months – what do we want to see and what do we want to [inaudible] and where do you want to see yourself? Things like that.

I've been associated with Amir Qayyum which [is] very good and, in some case, very bad as well because we have been like working together and associated with each other like for past 16/17 years and



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we know each other too well now. I've changed my job. Earlier we were colleagues as well, so that's [inaudible] kind of thing that [inaudible] need to know this and all that. I don't know.

I hope that you all [mean] what I want to say. I mean, that's very good because we get a good chemistry together, but bad in a way that sometimes we say, "I know that you have been all through that [inaudible] needs to learn." And then I ask the same question to him like, "Okay, what should I ask you?" Things like that.

So, if we have like a proper plan of what we should we be looking for from her – maybe I missed that. I don't know. But this is something I'm slightly confused about, so if somebody can highlight all that, that'll help me like by communicating with my mentor and everybody in general.

[ALI ALMESHAL]:

Hello, did we lose [him], Cheryl?

CHERYL LANGDON-ORR:

[inaudible] if they are doing building or construction work while they're on the call, muting their line would be greatly appreciated.

Yes, Satish? You were drawing my attention to something. What?

I hope you haven't lost us. Have you lost me or not? Oh, dear. Okay, so as long as some people can hear me, I will continue on. Great.

I'm going to make an executive decision – because I can – and I'm going to suggest that what I want the mentors to do is look at those questions

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and think about the responses you've heard from your mentees. And we might take the opportunity to have a little [inaudible] later from the mentor perspective.

But I am convinced that as we go forward, a couple of things we can do better – and I'd like you to perhaps think of these things when we get to the end of today's interaction. And we may come up with some method where we can build a better model by [somewhat] you have been able to do as mentors and what you haven't been able to do as mentors.

NADIRA ALARAJ: Okay, because –

CHERYL LANGDON-ORR: Go ahead, whoever that is. Go ahead. Hello? Who is speaking?

NADIRA ALARAJ: Hello?

CHERYL LANGDON-ORR: Yes, we can hear you.

NADIRA ALARAJ: Sorry...I could hear... So, when to take my turn?

CHERYL LANGDON-ORR: Please, go ahead.

NADIRA ALARAJ:

Oh, okay. Just kind of confused between the two microphones. Just wanted to talk about my experience and about this program. And already I provided in the survey that Ali, thankfully, he sent to us. And so far, so good because as I've written [in there] that Maureen was kind of mentoring me before even this program, and I feel like she knows where I am and I always come to her in any decision I take.

One point which I think will improve the mentee-mentee program is just to give, as Amal has mentioned, is to give more tasks. And like when it's task to do, even in drafting the policy while writing the policies, and even just observer during this process.

This will be another thing, also for example, other tasks of like the proposal for financial requests and putting the form together. This is another way where we can get a more engaged into the leadership program. That's for – thank you for this program as well. It's very useful. Thank you.

CHERYL LANGDON-ORR:

Nadira, thank you so much for that. And I'm glad we sorted out your audio problems, particularly because what you said is incredibly important and incredibly useful. And anyone who's fluttered through being a mentee of me will know I'm very keen on little tasks or little homework assignments. They don't have to be big, but I do like little and often as a way of stretching people. So that, of course, is music to my ears, but we all have different styles.

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Adeel, you have your hand up. Are you able to speak? I don't want to compromise your work situation.

ADEEL SADIQ: [inaudible]

CHERYL LANGDON-ORR: We can hear you, Adeel. Please go ahead.

ADEEL SADIQ: [inaudible]

CHERYL LANGDON-ORR: Thank you, Adeel. I just need to let you know that some of us didn't have the clearest audio from you, but we appreciate your input. And I would suggest that it might be of use if you could just put a few bullet points into the chat. That would just help those of us who didn't have the clearest audio pickup on the particular highlights of what you were saying. Thank you very much.

Staff, if we can move to the next slide, please. Okay, this won't take long. I'm trying to pop in a little bit of lightness and levity at this point.

Are we there yet? Does anybody think we have a perfectly smooth, wonderfully-executed, highly-rewarding and ready-to-take-out-of-pilot-category program? If so, put up a green check.

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If I see any of them, I will be having a chat to you, of course – but do feel free to put up a green check if you believe so. Maureen, thank you for your brutal honesty. You know I like a bit of brutal honesty.

Okay, I'm assuming that nobody thinks we have a wonderful, smooth sailing and that we are there yet – and that doesn't supersize me. But I just wanted to make sure we didn't have any people who were so concerned about making criticisms – constructive or otherwise – that they felt that they needed a little bit of a valve release.

We are not there yet. We are getting there and we need to improve. But the are we there yet? We're not finished with this pilot and we're certainly not ready to take this program out of pilot status, at least in my – dare I say – relatively expert opinion.

Let's take the next slide, please.

It's okay if you disagree with me, by the way. I will hold a grudge, but it is okay if you disagree with me. Part of that is actually a joke.

Okay, so what I'd like to do now is get our mentors and our mentees to think – notice this: think, not necessarily go into the gory details in today's call – but think about this next slide so we can have at our next webinar [labeled] “Interaction.”

And I want Ali to set up another meeting like this after the Copenhagen meeting. At that meeting, I want to look at this slide and I want to spend most of our time drilling down into it. “Where can we best focus our available time and energy?”

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I want you all – this is mentors and mentees – to think about what we could do. This is the big picture stuff, absolutely everything. Nothing can be culled from that list. Anything you think of is worthwhile. Just pop it up on the whiteboard – virtual or otherwise – and let's put it on that "We could do" list.

Then we need to look at “what we should do” things. Things that we really believe would be worthwhile in a regional mentoring program will be really effective in helping people step up to leadership.

Then comes the hard one: culling the should dos down to what we can do. And that's when we get to look at resources and available time, and all that sort of stuff.

So, I'm going to take you through our could do, should do, can do filter. And I want you to get used to working smart, not harder. And to help you with what I mean by smart, we need to have systems that look at things that are specific, measurable, achievable, realistic, and have a defined time. In other words, a date, deadline, end point.

So, I'm going to ask us in our next gathering to be very analytical and to be very particular about what we can now, after Copenhagen, and through the end of our pilot program actually achieve to give us the best outcomes for each of you as individuals, each of you as participants, and for the program in general.

Any comments on that right now are welcome, so feel free to make a comment in chat or raise your hand and make a short intervention. So, that's where I want to head us to next time around.

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Okay, food for thought? Ali, go ahead.

ALI ALMESHAL:

Thanks a lot, Cheryl. I totally agree with you, and I'm looking into these beautiful colorful circles. I would say, at least from the feedback I heard and I have seen in response to the survey from most of the mentees, that we need to be more focused on some specific areas [to each and] every individual of our mentees, which [would] lead to something achievable.

So, I would say specific and forecast to have some achievable result for both the mentees and the mentors. So, that will be one of my, let's say, parts that I have to do and obligational on me to my mentees as well. Thank you.

CHERYL LANGDON-ORR:

Thank you, Ali, and thank you for your commitment to that. And I certainly keep saying to people we need to work smarter and not harder. And now, those of you who know what I mean by smart will have a deeper understanding when I say it.

Can I have the next slide, please?

Okay. We'll also, in our next session – but I wanted to just introduce it to you now – I would like to get the mentors and the mentees to think about the aspirations. Aspirations, for example, that the mentors who were the designers and the creators of this program were thinking very much in the group aspirations. They had a community view; they had general desires; they had a clear and delineated desire to find more

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[talent] within the region to step up to leadership. And I think whilst, as mentors and as program organizers, we probably have a number of shared aspirations there, I don't believe we've clearly articulated them, and most importantly I don't believe we've articulated them well enough for our potential mentees to understand.

Because if I have to take a very broad brush approach to what I've seen out of the – at least the initial feedback that we got from the mentees who responded to our startup survey and to those I've spoken to or interacted with so far during the program – really, what they're all on about is some form of growth.

So, the individual aspirations of the mentees is all growth focused, and from a personal perspective, whilst a number of them would say, yes they want to do the greater good for Internet governance for the next century, what they're trying to get out of this program can really be boiled down to things that are far more personally relevant and relevant to their personal and professional growth.

So, I think the mentors and the mentees in this pilot program need to take some time to see where there is clear and lock-and-key fitting between the group aspirations for the pilot [projectors] getting more leaders coming through empowered and trained and confident and [where are] the personal growth aspirations that are being identified from our mentees.

If I can just have the next slide, please, because I'm certainly not going to take more than my allocated time. Next slide, please. There we go.



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I'm living in the [antiquities] in Australia. We do have a bit of a slow Internet compared to the rest of the world.

The other thing I'd like you to start thinking about is where – and this goes to some extent with our low-hanging fruit and our working smarter not harder. See if we can identify some simple tools; things that are clearly identified to report out of our pilot project that worked.

We've heard some of that in today's interactions from the mentees. Some of them [inaudible] building confidence, [inaudible] more capability, various things that we see in the chat. And with that, I'd like to see if we can identify a few small things that we didn't have so far, let alone what we want to get out of the rest of the pilot program so that we can celebrate those and report on those.

Because in my view and, indeed, in the view of the person who probably isn't the greatest artist in the world – but it says a lot, doesn't it? – [said,] “Success is a series of small wins.” And I like to think of that image of droplets popping into a pond or a puddle and spreading the puddle wider and wider.

So, to that extent, let's see if we can start sharing some ideas on what our small successes and our small wins can be, as simple [scores] without losing sight of our longer-term objective.

Next slide, please.

This is where I want to spend the next five or six minutes with you, just wetting your toes in the water of brainstorming. First of all, can I ask those of you who are in the Adobe Connect room to put up a green

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check – you'll find that where there's a little hand raising thing on the side of your Adobe Connect and it'll have a little tick and agree button. Put up a green check if you've ever been involved in what could be described as a brainstorming session.

I have. Oh, yes, a few more people coming up. Good. I want to see that 100% by the end of this effort. But brainstorming is a really important tool, and it's a tool I would like to utilize as we go through the rest of our pilot program.

In a brainstorming session, absolutely no idea should be withheld. Everything is okay to be presented as a concept. You're actually trying to go for volume. You're trying to go for the largest possible number of ideas and concepts. You will encourage even the craziest ideas. You then start to refine them [inaudible] called headlining them.

You work as a team because you're actually building consensus while you're doing the brainstorming of your goals, and you are certainly not being judgmental. So, it's very safe. It's very free spirited. It's a very free [inaudible] environment, and it's one I would very much want us to take you through as an exercise in a future call.

So, if you're all brave enough, I think we can do a lot of wonderful work in a brainstorming session. Ideally, a brainstorming session should be done face to face. But we do have virtual tools which, I believe, can be utilized to [inaudible] a brainstorming session. And then I'm [just happy] that's what we will do our best to [achieve.]

It will take a bit of planning, it will take a considerable amount of commitment from some of your mentors, but I would like to suggest to

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you all that the concept that I've got in front of you today as a brainstorming goal, as a future session between us all, is one that I would highly recommend and I would like to think you would all accept and [engage] with.

Let's take our next slide, please.

This brings us to where we should be at this point in time in an hour long session with a little over five minutes left, and that is to our Next Steps. I am firmly committed that we need to have more one-hour meetings in our medium- and long-term future with the rest of the pilot program.

[inaudible] what the frequency is, [inaudible]. I'm also keen to see that a number of you who maybe feel that you haven't interacted between mentor and mentee as much as you believe you probably should have. Fix that, and then just go, ["We're right]. [inaudible] happened up until now," but let's get on and get the program going between [inaudible]

If you as a mentor do not know what the specific desires and aspirations within the region and within ICANN is of your mentees, find out. Ask them. Ask them with leading questions. Ask them, do they want to be CEO of ICANN? Do they want to be Chairman of the ALAC? Do they want to be the RALO representative on ALAC? Do they want to be something else?

Are they content to just be the best possible Internet governance and policy person that they can be in the sphere of focus that they already have? It doesn't matter what the aim or aspiration is. It matters that your mentor knows what your mentee's desire is.

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Then, mentors, we're going to have to do something a little bit tricky, and that is we're going to have to assess, do you have what it takes to help them achieve that? And if you don't, do you mentors have the skills for and the antics to bring to bear to help your mentee reach at least the achievable parts of their goals?

Being the first woman on Venus might be a difficult one, for example; but, you need to recognize what your limitations are, and then we find other ways to bring those aspects in. So, there's an asset management exercise that needs to go on.

One of the reasons I offered to be a sort of super or supra mentor in this program is [that] no mentor has everything it takes for every possible mentee. One of the comments I heard from one of the mentees was they would like to have worked more with more people instead of just being matched up. And that's something that we seriously need to consider in future programmings because it's very hard, if not impossible – to be all things to all people.

So, we need to recognize our limitations, recognize our capabilities, and [look at where our] [inaudible] are. And sometimes, the most important thing a mentor can do is have a really good network because then you introduce your mentee to people who do have the assets that you may not specifically possess.

And then, of course, we do need to set up some tasks so that by the end of this pilot program, we can have a reasonable, coherent, and – I'm trusting – positive report to put out to the rest of our region and the wider community.

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Now, I would like to suggest that whilst we have, some times now, perhaps fixed, at a reasonably regular interval after Copenhagen and through to the end of this program that I'd like to know if you can put up your hand or a green check – how many of you are going to be traveling and attending the Copenhagen meeting, the next major event that we have coming up in the ICANN calendar.

I certainly will be going, so I'm going to stick my little green tick up. Who else is going to ICANN 58, I think it is? Got to be more than just me. Come on, guys. And put it in the chat if you don't know. So, Ali and I will be there. Well, Ali, you and I are going to have a humdinger of a time. Oh, there we are. Maureen's joining us. That's good.

Mentors, you need to find out from your mentees if any of them are going to be attending – physically attending – the Copenhagen meeting. If they are, I'd like to put in a little bit of extra homework planning for those who are in attendance. If you would also find out if you or your mentees are able to attend some sessions remotely, I will help you set some tasks – very small, very simple homework assignments for that as well.

One of the assignments that I would like to do or encourage you to do over the upcoming intensive number of meetings that goes on in an ICANN public meeting is what I call my chameleon exercise. And I will describe the Chameleon exercise to your mentors, and we would work with that.

It just works well when you have a very large number of meetings happening in a very short period of time. So, those of you who aren't

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going to Copenhagen, fear not. We can do the chameleon exercise over a longer period, enabling more dispersed meeting exposures. But it isn't quite so effective. It just [is...] It's just harder and it takes longer, I guess.

So, what we'll now do is hold that exercise off until we hopefully are all gathering for our general assembly.

So with that, I have taken a few more minutes than I had planned to. Please, I will beg your indulgence and hope you forgive me for speaking far too much, but I just wanted to do a little bit of a [inaudible].

I have a vast number of resources and quite a number of tricks for the trade that I'm happy to make available to the mentors and, indeed, the mentees. But we do need to organize how we want to do that, or even if you want me to do that. And that's another thing that I'd like you to consider with your leadership team, to see what you would like to extract out of me.

Because right now, I'm feeling relatively underutilized, and that's a fairly terrible thing, I must say. So, Ali, back to you, and that's it from me. Thank you very much for organizing the call in such short order.

Ali, check your mute button, we're not hearing you. We're seeing your microphone.

ALI ALMESHAL:

Can you hear me now?

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CHERYL LANGDON-ORR: Yes. We can hear you, Ali. Thank you.

ALI ALMESHAL: Okay, great. So, all I'll say is thank you very much, Cheryl. That was very much a fruitful and very much helpful presentation and tips and guidance for all of us, mentors and mentees. And I think we have a lot of homework to do on all of us.

So, before I just close with two more words and remarks, I would just open the floor to whoever has any comments or feedback before we close this meeting.

So, floors are open if there are any hands up. Anybody would like to give any comment, please go ahead. Going once, twice, third. I see no hands up, so I think everything is perfect.

So, I would say thank you very much for all of you again, and I would encourage all the mentees who haven't completed that short survey to please go ahead and do it because it's a very much helpful and I can tell to the mentees that your voice is very much clear and loud and we heard what you are looking for. And help us to help you, and we'll help you as well. Thank you very much for all, and the call is adjourned.

CHERYL LANGDON-ORR: Thank you, Ali. Thank you, everyone. Bye for now.

ALI ALMESHAL: Thanks a lot, bye.

YESIM NAZLAR: Thank you all. This meeting is now adjourned. Have a lovely rest of the day. Bye.

[END OF TRANSCRIPTION]