

Yvette Guigneaux: (12/21/2017 11:53) Hi All - Welcome to the NomCom Review Working Party (RWP) - Meeting | Thu., 21 Dec. 2017 @ 22:00 UTC!

Yrjö Länsipuro: (13:53) Could you enable Adobe Connect audio?

Yvette Guigneaux: (13:53) Hi Yrjo - audio is now enabled

Yrjö Länsipuro: (13:54) The option to use computer mic is not there

Cheryl Langdon-Orr (CLO): (13:55) Hi All

Tom Barrett - EnCirca: (13:59) hi all

Cheryl Langdon-Orr (CLO): (13:59) Hi all (again)

Cheryl Langdon-Orr (CLO): (14:00) Do we have other apologies apart from Vanda and Brendan?

Angie Graves: (14:01) Only Vanda and Brenden

Cheryl Langdon-Orr (CLO): (14:02) Brenden Kuerbis (not Andrews as listed please staff)

Yvette Guigneaux: (14:02) Yrjo - would you like me to dial you out?

Yvette Guigneaux: (14:02) thanks Cheryl, sorry about that

Cheryl Langdon-Orr (CLO): (14:02) NP

Cheryl Langdon-Orr (CLO): (14:02) :-)

Yvette Guigneaux: (14:03) appreciate the help =)

Yrjö Länsipuro: (14:03) Yvette, thank you, just enable the use of computer mike

Yvette Guigneaux: (14:04) that work Yrjo?

Yrjö Länsipuro: (14:04) Yes Yvette, thank you!

Yvette Guigneaux: (14:05) you are welcome

Bruce Tonkin: (14:09) Good morning all - sorry I was a bit late joining

Yvette Guigneaux: (14:09) Hi Bruce, welcome, no worries

Bruce Tonkin: (14:10) I agree with the findings on people.

Bruce Tonkin: (14:10) The good thing is as I think there are some solutions to those issues

Greg and Andrew - AG: (14:11) Agreed on there being solutions.

Bruce Tonkin: (14:12) The core issue is that many of those on the nominating committee have never been in the role of a Board member in a substantial organization. They do know

what is needed for good policy development people - and there is a common confusion about whether the Board is a policy committee or a governance Board.

Tom Barrett - EnCirca: (14:12) The fifth bullet doesn't really belong as it's not germane to the study topic?

Cheryl Langdon-Orr (CLO): (14:13) Yes that 'NC Member experience issue is why in some years we have had Training done.

Cheryl Langdon-Orr (CLO): (14:13) Bruce of course will no doubt prefer to hire in experts instead ;-)

Bruce Tonkin: (14:13) Yes the 5th bullet point applies to the whole organization. There is little structured leadership development. We should be identifying potential leaders and giving them structured training to take on larger roles. There is still a small pool of people for example that are effective chairs - yet we have many parallel working groups operating at any point in time

Cheryl Langdon-Orr (CLO): (14:14) Agree with you on that Bruce ICANN does have a lot to improve on InService Training and "Professional" Development of its volunteers

Bruce Tonkin: (14:15) Cheryl - ideally we train people from within the community to become "experts". The reality is that most at ICANN are already experts in a particular area - but we often have experts from one area working on a topic where they are clearly not experts.

Cheryl Langdon-Orr (CLO): (14:16) Indeed! and we all could do with skill set upskilling, maintenance, and review for purpose in the ICANN model ;-)

Bruce Tonkin: (14:17) Yes - training and experience are both important - and you can have a balance in any group with some people with a fresh perspective and some people with deep experience in the topic.

Cheryl Langdon-Orr (CLO): (14:17) Perhaps they should be 'leaders' in their own right from the appointing bodies perspective Tom

Bruce Tonkin: (14:17) For example - if we are going to form a group to look at privacy issues - the starting point should be tutorials for those that don't know the field, as well as bringing in people that are experts in the field - e.g. from data protection agencies rather than from the telco function in Governments

Cheryl Langdon-Orr (CLO): (14:18) the Best NC Members not the lowest common denominator choice to serve

Cheryl Langdon-Orr (CLO): (14:18) my last was a ...cont... to Tom, not reply to you Bruce as I agree with you here

Cheryl Langdon-Orr (CLO): (14:21) I also Agree it needs addressing so that NC in future has better prepared candidates to work with

Cheryl Langdon-Orr (CLO): (14:23) Damn good Idea Bruce

Cheryl Langdon-Orr (CLO): (14:24) makes use of the keenness yet hones them for future

Yvette Guigneaux: (14:25) Hand up - from Yrjo Lansipuro

Bruce Tonkin: (14:28) Yes - I agree with you Yrjö - that the nominating committee as a committee can;t do the leadership development, - but I do think there needs to be a more traditional HR function follow up to help council applicants on a suitable pathway for them.

Cheryl Langdon-Orr (CLO): (14:28) Exactly Yrjo all my NC's had the issues as well thus the need for some out of the box thinking and perhas new scope boundries

Bruce Tonkin: (14:28) It could be thourgh for exampel helping to identify a mentor for them.

Cheryl Langdon-Orr (CLO): (14:28) It may nt be a NC per se, but a Cadre of NC Expertise to act as the "elders council/ pathway to Leadership "guides"

Bruce Tonkin: (14:29) In the corporate world - when you have multiple people applying for a leadership role, you work with the parties that miss out and identify skills they need to develop to be able to take on teh leadership role.

Cheryl Langdon-Orr (CLO): (14:29) bound by their own specific standards of high practice (priivacy etc.,)

Bruce Tonkin: (14:29) I mean multiple intenral cnadidates in this context.

Cheryl Langdon-Orr (CLO): (14:30) understood Bruce

Cheryl Langdon-Orr (CLO): (14:31) Certainly has MY support ;- ) so much can be codified

Bruce Tonkin: (14:32) One of the problems I have found on both the GNSO COuncil and also ICANN Board was reaching a consensus on what sort of skill snad qualities are needed in new members. Unfortuantely it often comes out as something generic that everyone can agree on - e.g on the GNSO COuncil you can agree that appointees shoudl be "ggod people" - but you

would be unlikely to reach agreement that you need an expert in privacy - as some on the Council are for privacy and some against. Likewise you would find it hard to get agreement that you need a trademark lawyer etc.

Bruce Tonkin: (14:32) I am responding to point three under processes

Bruce Tonkin: (14:33) Great to see that the nominating committee process is continue to improve over time

Bruce Tonkin: (14:34) Your finding about the recruitment firms also probably relate to the level of experience nominating committee members have had in recruitment themselves. The lack of that experience means both the recruitment firm and the nominating committee member are unclear on roles. Normally both parties fully understand their roles.

Cheryl Langdon-Orr (CLO): (14:34) Transparency in as much as possible provides for better predictability ... Yes

Tom Barrett - EnCirca: (14:38) an observation about transparency. the nomcom receives "advice" from the board. but the nomcom is not transparent about whether it will use that advice as selection criteria. what is missing is the "HR" function where the nomcom generates its own job description of the type of candidates it is looking for. so each nomcom member ends up having their own idea of what is important.

Bruce Tonkin: (14:41) Yes agree with Yrjö - it is not that the nominating committee is not communicating and asking for input - the fault is actually with the Board and SO in reaching consensus on specific criteria

Bruce Tonkin: (14:42) Yes Tom a good example of lack of understanding or agreement of role.

Bruce Tonkin: (14:43) Does the nominating committee set the criteria and then rely on a recruitment firm to find appropriate candidates and do initial assessment, or does the Board determine criteria for Board roles, and the nominating committee evaluate whether the candidates meet that criteria etc. I think people on both sides are unclear on the role.

Cheryl Langdon-Orr (CLO): (14:43) Yes perception is no doubt an issue here

Tom Barrett - EnCirca: (14:43) it might be good to have an HR expert more involved in the nomcom process

Tom Barrett - EnCirca: (14:44) we could have the SO's nominate nonmembers with an HR background

Bruce Tonkin: (14:46) When it comes to geographic diversity - I also wonder whether one firm can do that effectively. Depending on the region where a Board or Council needs members - then it might be more effective to get a firm that specializes in a region or country in that region .

Yvette Guigneaux: (14:46) Time check: 14 min left

Greg and Andrew - AG: (14:47) Thanks for your feedback on geographic diversity Bruce. This is something that we heard from a number of individuals in discussing OB's recruiting.

Bruce Tonkin: (14:48) Well certainly in the last set of appointments none of the Board members came out of the recruitment companies network.

Bruce Tonkin: (14:51) I agree on term length issue - but note that there is a significant workload for a member on the nominating committee. I suspect that senior executives that may be able to assist with Board appointments would be unlikely to be able to do the role for multiple years in a row. I know for example that Elliot Noss from Tucows has been on the nominating committee but doubt he would sign up for multiple years in a row.

Cheryl Langdon-Orr (CLO): (14:55) That goes back to structure and function as well Bruce (where what we expect the NC Members to do is perhaps up for review in itself

Bruce Tonkin: (14:56) Agree Cheryl. We are using the nominating committee today to do what you would normally outsource. It is very time consuming and many people that have skills in recruitment and selection at senior levels don't have the time to sift through large volumes of applications.

Bruce Tonkin: (14:57) For example I never joined the Board's subcommittees that recruit CEOs. However I did actively participate in the final decisionmaking when I was presented with 4 to 5 candidates that had been screened. That was a manageable number to read their statements and run thorough interviews that were done face-to-face

Cheryl Langdon-Orr (CLO): (14:58) Yup

Bruce Tonkin: (15:00) Would like to understand a little more about how the staff is under-resourced. I wonder if the staff are being asked to do the right things.

Tom Barrett - EnCirca: (15:00) I agree.

Bruce Tonkin: (15:00) Perhaps the final report could elaborate on that a little more - ie what specific tasks are not being done for example.

Greg and Andrew - AG: (15:00) Agreed.

Cheryl Langdon-Orr (CLO): (15:00) Thanks for today it has been a very useful discussion in my view... Seasons Greetings to you all... Bye for now... More in Jan of course :-)

Larisa Gurnick: (15:01) Happy holidays to all

Yrjö Länsipuro: (15:01) Happy holidays to all

nadira AL-Araj: (15:01) Thank you

Tom Barrett - EnCirca: (15:01) merry christmas everyone

Bruce Tonkin: (15:01) Merry Christmas all