ALAC Development Session - Hyderabad - 9 November 2016

This ALAC Development Session is only for ongoing and incoming ALAC members, liaisons and others invited by the ALAC Chair.

The ALAC Development Session will take place on **Wednesday, 9 November between 13:15 and 17:30.**

It will foster co-operation within the ALAC as well as allow planning for ongoing and upcoming projects and activities within the ALAC.

The Development Session will also serve as a team-building exercise to increase collaboration and to work more effectively as a virtual global team inter-sessionally.

The activity will also include sessions on professional skills development and teambuilding. This latter activity will increase the ability of all ALAC members to develop critical skills needed to more effectively participate in meetings and work in a multi-cultural environment.

Format

Fishbowl technique

Topics of Discussion

Topic	Lead Team (TBC)	Aims and Objectives	Outcome
Ice Breaker	Cheryl Langdon -Orr	Introduce todays activities; looking at the Fishbowl technique see Fishbowl discussions ; getting to know each other; breaking down cultural and other barriers;	
RDS		A 'Fishbowl' discussion on an important ICANN Policy issue. the Exercise is intended to improve understanding and effectveness of the ALAC Members communications effectveness and increase awareness of diversity of views, the motivation for such diversity and their individual 'styles' whilst exploring a 'real case issue'...	
Moving toward effective meetings		Using some case studies, shared experiences and role play, we will explore how this ALAC can increase participation and their effectiveness in their meetings. Specifically focussing on our 'better listening skills', communication choices and best practice meeting management skills. We will explore how in both Meeting Effectiveness and Team Coheasiveness a few pilars caan be identified for each group. these include buut is not limited to 'Open Communication', 'Respect' and 'Involvement'.	
How to work effectively within the WGs		All ALAC members are expected to part of at least 2 WGs; and one assumes undertake some Leadership Positions; Using some case studies, shared experiences and role play, we will explore how this ALAC can increase participation and their effectiveness in their WG (or similar) activities within ICANN.	
Develop more effective use of mailing lists, collaborati ve tools and wikis		Using some case studies, shared experiences and role play, we will explore how this ALAC can increase participation and their effectiveness in their use of and possible development of new tools for collaboration and communication.	
Moving toward developin g a cohesive team		Research has shown that "...optimum results, teams ought to include deep-level diversity as part of the process for achieving cohesiveness." [1] Further that "Cohesive groups tend to have the following characteristics: they have a collective identity; they experience a moral bond and a desire to remain part of the group; they share a sense of purpose, working together on a meaningful task or cause; and they establish a structured pattern of communication." [2] Amongst other things in this session we will look at how to identify and analyse the 'surface' and deep-level diversity of this ALAC and explore how some mutual understanding and agreements on the ALAC's Role, Vision and 'primary purpose' can aid effectiveness efficiencies and outcomes. In addition to discovering how a high level of 'esprit de corps' might be engendered and nurtured.	

Participants

Liaisons:

TBD - ALAC Liaison to the GAC

Cheryl Langdon-Orr - ALAC Liaison to the GNSO

Julie Hammer - ALAC Liaison to the SSAC

References and suggested Readings:

1. **https://en.m.wikibooks.org/wiki/Managing_Groups_and_Teams/Creating_and_Maintaining_Team_Cohesion**
2. **http://2012books.lardbucket.org/books/management-principles-v1.1/s17-managing-groups-and-teams.html**
3. **https://www.leadershipdirections.com.au/knowledge-centre/team-cohesion-emotional-intelligence**
4. https://www.isixsigma.com/implementation/teams/high-performance-teams-understanding-team-cohesiveness/
5. http://www.directutor.com/content/strategies-building-team-cohesion
6. http://www.skillsyouneed.com/ips/group-cohesiveness.html
7. http://www.skillsyouneed.com/ips/conduct-meeting.html