Submitted by TTG Consultants

ICANN NOMCOM 360° COMMENTS & SUGGESTIONS

Survey Conducted in July & August, 2016

INTRODUCTION

During July and August of 2016, TTG Consultants conducted a 360° Survey of the ICANN Nominating Committee Leadership Team. During the telephone interview stage of the Survey, there were opportunities for the raters to suggest positive aspects of the NomCom process and procedures, as well as areas for improvement.

In this addendum to the 360° Survey of 2016, TTG Consultants presents a summary of these comments and suggestions.

COMMENTS & SUGGESTIONS

Positives…
- Staff gives the NomCom good support – it is very prompt and effective.
- Openness and transparency on the NomCom has improved significantly since 2013.

Areas for Improvement…
- Board advice/guidance to the NomCom is flawed. Non-profit governance knowledge is inadequate and a Succession Plan with the needed skill sets and experience for new Board members should be better articulated. Better clarity is needed about what is missing (experience and competencies) on the Board.
- It would be helpful to the NomCom if the Board would indicate its anticipated needs and problems for the next two to three years.
- There should be an external assessment of the ICANN Board regarding competencies needed for Board members.
- On-going NomCom processes (year-to-year) should be preserved and passed on to succeeding years. The required confidentiality could be preserved by simply deleting names of candidates. Currently there is no historical memory as each year begins.
- Since the three NomCom Leadership roles are quite different, there should be three different 360° Surveys, with three different sets of questions – one for each role. The Chair is there to facilitate. The Chair-Elect is there to learn. The Associate Chair is there to provide experiential advice. Entirely different competencies are involved in each role. One set of questions for all three roles provides inadequate information and is a waste of time.
- Block voting is a bad part of the process.
- The "yellow basket" people should be further investigated.

- 360° Surveys of re-applying Board members should be provided to the NomCom.
- If names instead of numbers were used, it would speed-up the process.
- The Chair MUST have previous NomCom experience.
- A Mentoring Program is needed for new members. The Associate Chair would be an excellent choice to Chair such a Mentoring Committee.
- A better orientation process is needed for new NomCom members. Too much time is wasted in trying to establish their "sea legs".
- 2-year terms for NomCom members would allow more experience to be brought forward each year. The learning curve is long, so for more effectiveness and productivity, member terms should be longer.
- Tribal instincts and issues should not be used as qualifications for Board membership (choices and decisions should not be made for "personal" reasons).
- It would be helpful for budgets (less expensive air fares) if before meetings, there could be more and better organization of meeting schedules.
- NomCom membership should be better distributed throughout the world. There should be more Africans and South Americans on the NomCom and Board.