

## **Transcription ICANN Toronto Meeting**

### **NomCom re skill-sets needed for NCAs Meeting**

**Sunday 14 October 2012 at 16:10 local time**

Note: The following is the output of transcribing from an audio. Although the transcription is largely accurate, in some cases it is incomplete or inaccurate due to inaudible passages or transcription errors. It is posted as an aid to understanding the proceedings at the meeting, but should not be treated as an authoritative record.

Coordinator: Welcome and thank you all for standing by today's conference is being recorded. If you have any objections you may disconnect at this time and you may begin.

Stephane Van Gelder: Thank you very much welcome back everyone for the last session of today and as part of the GNSO Council working sessions for the weekend. And this is our traditional meeting with the nominating committee. We will have I believed a presentation for Vanda the 2012 NomCom chair in just a moment. And we also have members of the 2013 NomCom including the chair and the chair elect and I think the associate chair. There are so many chairs.

There he is in the back getting coffee for me that is nice. So with that I will welcome you all and hand it over to Vanda.

Vanda Scartezini: Okay thank you Stephane. Well it is been a full presentation. I don't want to waste time with that and it is just to for the Wednesday presentation then we go straight to the point where we had your recommendations from last year from 2012. It was in that call last year 2012 in fact. And let me just go into

this. I can leave all this information with you to. So those were the selected candidates for the boards. George Sadowsky, (Gonzalo), and all them (Alga Madu DeForte), and for (a lock), Alan Greenburg, (Jean Jack Supernox) and for the GNSO GNFO (wolf) and the Mary Wong to the CC. So those are the - what are the recommendations from you last year. To look at people for integrity, this is for all positions. Honesty, listen capacity, build a relationship, diplomatic behavior, team person, quick learn person, executive mind, and decision maker, and capacity to assimilate different information to make decision.

And for the board specifically you ask us that need to have at least a general idea about technical issues. Policy must be good in this issue. Governance not management skill only but experience would be relevant. Communicate in English. Other languages are relevant but not (extraction), capacity to delegate, strong understanding to believe in (mood) stake hold and model. Time and availability and independence that was you expected to do about the electives for the board.

And what it was - your recommendation for the GNSO specifically selectee. Knowledge of the organization and the markets, understand of the policy making process, (unintelligible), capacity to learn, better yourself on the group. A team person very important, personality that performs well inside a group, time to work reality, flexibility, understands the flexibility to build a consensus and focus on results. Too much process is not convenient.

So what we do believe that we have done, you know, that is the matching matrix that was done by the group. If the - that is all on that. That is the slate of the three candidates that we selected for the board and the excellent is when the three of them matching. Well qualifying, when the one of them match not for instance similar size of port, some of them bigger or in this case bigger than ICANN. Not exactly matching the requirements so listening capacity, build relationship so one. And one is qualified and because some of the may be not so decision make and why we are you know qualifying those

people like that. Because we use also not only size analysis for each candidate but also contracted group company to analyze each board preselected candidate to at the end of the process we select the more than the three we want to.

And this most of those points are raised by this company that is headhunter use it to analyze profiles of people and what they give to use was some very specific points that you make to take into consideration when you analyze each point - each people for each position just for the board. We do not use those companies to select the other candidates because it is too much. There is no really enough time or enough money to do so. But for all preselected candidates and it is about 25 candidates that we preselected and we sent to this company and they gave us a very detailed analysis of personality, capacity, and check in some points that are relevant for this position. So when you say that is qualified it is the people are very good but they did not also qualify that one of them as the best guy for this position. So it is a kind of balance that you need to make when how many excellent points those candidates have against others to select in the final issue. So most of them we have to well qualified and one qualified just all the other points are excellent so those are the results from what we got from the (OMB) company and the inside analysis and continue because it was a long list of requirements.

So capacity to ease communication in English, why is this well qualified because just one of those members that we -not a member but going to be a member - but we selected just speaking English so all the other speak three language so they are not excellent because one just speaks English as a native from this region.

Governors, board experience is relevant most of them have as I said one of two persons selected have a more higher experience with a huge board than not so the same - the same size of ICANN mostly.

Stephane Van Gelder: Not to cut you off but time is running out and I just want to make sure we get some questions first.

Vanda Scartezini: Yes okay, it is just ready I go to like it is not important. GNSO that is the person that we selected matching your, you know, requirements for that position. So we have most of the people that we selected knows the organization, knows better the market, knows less of the organization but use to work with a lot of members in this organization. So does not know the organization as a member of the organization but knows the organization so is well qualified. Flexibility times work the person she said she have time to work and she believes she has enough time to work but is not open like a retired people that can say I will dedicate all the time for this. Okay that is - and just for that...

Stephane Van Gelder: Mic I am sorry.

Vanda Scartezini: We just want to welcome the NomCom members share your role in (spool), share electives chair and associated chair, Adam Peake. Those - thank you.

Stephane Van Gelder: Vanda, thank you very much and welcome to the three of you. You want to just say a quick word?

Yrjö Länsipuro: Thank you. I will be brief. NomCom 2013 starts on Friday and of course I am very glad that you are a chair as a member of the (company). Vanda already presented the team. I have little to say so far but I say that I look forward to working with you, getting more advice from you if you want to advice and add to update your recommendations. We are going to meet in Beijing with a new committee. It table the ICANN meeting is a special challenge for all the nominating committee at this time because the meetings are quite late and I would very much like to ask you to help the nominating committee in the outreach so you know spreading the word that again the leadership positions in ICANN are going to be available.

Stephane Van Gelder: Thank you Yuri. I have a question Volker.

Volker Greimann: Hello I am Volker Greimann, council elect. I am not yet member of the council here. But I have one question which relates to an article I read yesterday from a former NomCom member that levied some very substantial against the processes in the NomCom and these are quite honestly worrying. So I would like to see what your reaction to this article would be and what measures are taking to ensure that this kind of allegations are precluded in 2013 NomCom.

Stephane Van Gelder: So I guess that is a question for Yuri?

Yrjö Länsipuro: Well of course I am aware of it and for my part I was a member of the 2012 committee and I don't recognize the committee that I was working from that article and nor I recognize the person that was quoted in that article.

Stephane Van Gelder: Thank you I have Thomas next.

Thomas Rickert: I was just wondering in the light of the various allegations that have been made I mean there has been criticism on the way the NomCom that it is to secret and stuff like that for many years now, right. A lot of the allegation or criticism is not you. All though I personally do not have anything to complain about I think that you made some excellent decisions. But I was just wondering whether the NomCom plans one way or the other to respond to such allegations and maybe set certain things straight. I think there are different ways to approach to that. So one might say we don't react to that because we don't think it is substantial. I am not a communications expert but I think a response or even not a response should be well considered and I was just wondering if you take any steps in reaction to these allegations.

Stephane Van Gelder: Thanks Thomas I think Vanda wants to respond.

Vanda Scartezini: Well one thing I don't know if you have a chance to read the report but the report is published and as well everything doing this year we have published

finally just to attend this really transparency and accountability for NomCom so that is one reason it is impossible to recognize this what we have done in that thing. So the other issue is NomCom is an independent group supported by ICANN so we do believe and we make information to the board and to someone about what is going on. So it is not for the NomCom to react. The NomCom will not sit in gossip like that. So it is not about the truth, nobody is corrupt over there and it is a very important issue that we will wait for the advice for the organization itself that supports NomCom. Because once you go and accuse the process is in some way contaminated, you are contaminated the whole organization. So the persons that are here were contaminated in some way because they were selected by the former groups, I don't think so. So it is not for the NomCom to really react maybe some colleagues can think differently I just send a message to the board about what happen just a while ago and it is up to them to make it right because some of those free acquisitions is not acceptable.

Thomas Rickert: But that is a reaction and that perfectly answers my questions. Thank you.

Vanda Scartezini: Thank you

Stephane Van Gelder: Thank you Vanda. So you have three people. Just to react personally as an incoming NomCom I am very interested to hearing your reactions to this. I would actually offer some advice which is that we might have a committee. The 2013 committee trying to understand if there is some truth in that because I think that is missing from your reaction. This is - it may be completely false or it may be partially true I have no idea I have never sat on the NomCom. You know because you have been on both committees but I hope that the committee will be looking at itself and just to decide for ourselves whether there is anything to take from the article or whether it is just nothing. That's all.

Vanda Scartezini: Yes we are going to have a chance also on Wednesday from eleven to twelve thirteen to have a public session. And this public session all this

presentation I didn't waste the time but all this presentation has all the publications that we have done just to show that we just follow the (ATT) recommendation and this means that we don't have - do not mean that we - NomCom does not have problems. But as I said in the internal it may or it just like diplomacy - you know democracy is not the vast system but it's the one that works better. So if you have some questions about that please show up there. Make the questions and I will ask also the legal council to join us because it is a group of volunteers we are not there to get acquisitions personally so that my big question is we cannot accept a free acquisition without any other reaction from the organization we belong to. That is the problem.

Stephane Van Gelder: Thank you. Yoav.

Yoav Keren: Yes hi Yoav Keren from a particular group. I am a counselor. First of all I disagree that someone in this organization makes acquisitions on a specific part of the process or on a committee that will put the entire organization in a bad position. I would actually expect personally I just want to - what my friend said more toward a response. I understand where you are coming from and understand what you are saying but I personally (unintelligible) NomCom has caught my attention. I have no idea whether this is true or not, what is true or not, whether the process is okay or not, and I am quite informed at what is happening at ICANN. So you can understand that a lot of people that taking part in this process (unintelligible) and what they will get is this article. So if you think it is wrong you should react. That - and that is coming from a former PR person. Now the other thing is what I really support what Stephane said. Is that I think it wouldn't be bad to look at these allegations they are wrong that is okay. If there is anything true in it make sure that in the next year you will have answers and that no one will be able to say that. That is my view.

And I have one recommendation which is not - nothing to do with this. I think it would be - it is a consideration for the NomCom and maybe also for the ICANN staff. This is something I have heard during the years I am here

several times from - especially on the GNSO on the NomCom nominees they are kind of thrown into the deep water and they need to stop (unintelligible) it is not easy. It is you know for people that are involved in this organization for many years it is not easy. So I would think that some training or mentoring or something that will help these people get into the process as quick as possible would be a good idea. And I can tell you I have heard it from (unintelligible) few NomCom nominees.

Stephane Van Gelder: Yes thanks. We are out of time so I have got two people left in the queue I am going to ask you to be very quick. I got Carlos and (Wolfgang).

Carlos Aguirre: Thank you Stephane. Hi for the following congratulations for the well work done. Congratulation (Debra), Cheryl, and Adam and I am sure the work will you give for the community next year will be the best.

Question the situation of the article cause big concern in the community. You mention gossip or like gossip but here is the offer of the article. Maybe he can give some details or names.

Stephane Van Gelder: Carlos I am going to stop you there absolutely inappropriate.

Carlos Aguirre: No no sorry Stephane. Sorry sorry because we can confront the situation.

Stephane Van Gelder: Well you can say. I will ask you to take this (unintelligible)

Carlos Aguirre: Its very - I am very concerned about the situation.

Stephane Van Gelder: But this has nothing to do with the exchange between the NomCom and the GNSO. So I will ask you to take it off line and please refrain from singling people out.

Carlos Aguirre: Okay so your being - was given so no more than that.



Stephane Van Gelder:                      Wolf please bring this to a close.

Wolf-Ulrich Knoen:    Yes I suppose, vice chair of GNSO council. Well I would just like to draw your attention to the fact and I think Stephane as new NomCom member will take care of all that you are not only going to choose new members for the GNSO Council here we are also going to allocate them to the various houses here to the various part on the council and in addition to that you will decide who will be a nonvoting member and who shall be a voting member. So that is really an essential point. You should take into consideration for your future positions. Thank you.

Vanda Scartezini: Yes we have a huge discussion about that and Stephane was a follow it was decided by the General Council that we should choose that. Not my personal opinion anyway but I see that just - it is an (intimidation) it's just go in into the group to decide but it was decide by the General Council and it was in the framework and we are following that. But so when we choose person we try to get the best person not just paying attention if it is going to be (vote) or (non vote) not different but I can believe and I can hear others because the person we choose this time. Is very very high level person with a huge capacity to be voting knowing the market and for one. So you could if it possible chose those things. But it was decide by the General Council the rules of that so we are strict with the rules and select the (her) for non vote position. That was the framework. I do believe you as the GNSO should ask the General Council about that not the NomCom. NomCom just make what is really written there.

Stephane Van Gelder:                      Thank you. Just to highlight as Vanda described we worked for quite some time on this issue last year. So thank you for your collaboration it was very useful for us to work with both yourself and the General Council on this. I want to thank you all for coming. I am sorry we had to keep this short and cut you off slightly. As usual a very good exchange and very interesting and I look forward to working for you or with you. I don't know. Thank you

very much and with that we will bring this GNSO council working day to a close thanks to you all for participating and we will see you during the week.

Vanda Scartezini: Okay thank you for your attention and any other questions we are open to that you know personally.

Stephane Van Gelder: Thank you Vanda. Operator this session is now over.

Coordinator: Thank you.

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