Leadership Development for ARIN Elected Bodies

Problem Statement:

Those in the community who are potentially interested in serving in a leadership role (ARIN Board or ARIN AC) don't have any way to express their interest and learn more about these positions other than applying during the election process (i.e. "jumping right in").

While sufficient for many who are immersed in our community, it doesn't necessarily suffice for those who aren't as familiar with ARIN, or that are used to more personal processes of engagement.

Addressing this situation has been identified by the Board as a priority, particularly to support outreach for improving Board diversity.

Objectives:

1. Create a platform for individuals to explore leadership opportunities and learn more about the governance structure, roles and responsibilities of ARIN leadership.
2. Engage Board and AC members in this process as Advisors or Instructors.
3. Provide a consistent experience for all participants to ensure a level playing field.
4. Develop a cohort of future leaders and encourage their ongoing engagement with ARIN.

Proposal:

We propose the creation of an ARIN Governance 101 course that would serve to prepare individuals who are interested in pursuing candidacy in upcoming ARIN Elections or who just wish to become better informed about how ARIN and its elected bodies function.

This course would be available by application, and class size would be limited (suggest 10-15 max.) in order to facilitate discussion and personalized attention from the Instructors.

The course is composed of several modules:
- Understanding ARIN – Staff-led; at least two components to cover both ARIN services and community engagement with and feedback to ARIN.
- The Advisory Council (AC) and the Policy Development Process - AC-led
- ARIN's Board of Trustees Roles and Responsibilities - Board-led
- Roberts Rules of Order, Ethics, ARIN's Conflicts of Interest, Non-disclosures, etc. – legal counsel and CEO or other - led

Each module would be held separately via a remote participation platform (WebEX, YouTube Live, FaceBook Live, or something else) and would include a 30-45-minute presentation followed by a Q&A session. Each full session would be recorded for future reference and guidance for improvements, blog posts, and new material development.

We would also create a Facebook group for classmates to extend their engagement with the program where they can ask questions and engage in conversation with each other, staff, and AC and Board advisors/instructors. By utilizing this format, we can ensure that participants have equal access to information and receive the same information on all topics and issues.

Other recommendations:
- A 30-day Call for Applications should go out in early January.
- A Selection Committee will be established to include members of the Advisory Council and Board of Trustees.
- Class selection and notification should be completed by mid-February.
- The course should be offered between the March and the time nominations open (first of July)
- Course participants should plan on attending the ARIN spring meeting and attend the
  face-to-face sessions scheduled for them during that timeframe.
- The application can be developed using existing questions on the candidate questionnaires for the Board and AC.
- If desired, identify current AC and Board members who make themselves available
  to respond to questions within Facebook Channel or otherwise
- The course development team should include: Susan Hamlin, Wendy Leedy, Sean Hopkins, (member of the Exec team – Richard?) and no more than three members of both the Board and AC.
- Staff support should include: Sean Hopkins (AC-related), Wendy Leedy (Board-related),
  Susan Hamlin (general questions) and a member of the Exec. Team.