

COMMUNITY ONBOARDING THROUGH MENTORING

“The Community Mentorship Program matches experienced community members with those new within their respective ICANN Community Groups. This pilot builds capacity with each ICANN stakeholder group, encourages skill set and knowledge sharing and cultivates a self-sustaining mentor structure of new generations of volunteers and leaders. This is part of a larger effort across ICANN to map and support the Stakeholder Journey, targeting individuals between newcomer and leadership stages of the multi-stakeholder model.”

Marilyn

- **REMINDER OF WHY WE STARTED ALL THIS**
 - Volunteer Burnout
 - Bring New Volunteers In
 - Volunteer Retention

- **ORIGINAL CONCEPT**
 - Develop through mentoring
 - Recognize cross community basic components
 - WELCOME
 - HISTORICAL
 - STRUCTURE
 - PRINCIPLES
 - VALUES
 - BYLAWS

COMMUNITY ONBOARDING THROUGH MENTORING

- Customization
 - TOOLKIT: RESOURCES and MATERIALS (what exists; what needs to be developed)
 - METHODOLOGY OF IMPLEMENTATION: timing, resources, mentoring, learning/assessment
- THOUGHTS/IDEAS FROM CURRENT DRAFTS
 - Need For Understanding Individual Group Challenges In Bringing New Members
 - Why Are You Canvassing For New Members
 - What Are Target Audiences For Outreach/Gap To Fill
 - Need to include overview of opportunities available and how things work: PDP, working groups, public comment, forms of regional and global

COMMUNITY ONBOARDING THROUGH MENTORING

Internet outreach and work related to ICANN

- Consider use of Webinars for Welcome / Intro
 - Consider use of ExComm or Outreach Committee as Mentors – should it be mandatory as part of position?
 - Application to any Community needs to have identify Skill Sets, Prior Training That Can Fill Community Needs ie Language, Marketing, Writing, Risk Mgmt, Proj. Mgmt, Moderator To Utilize New Members Effectively
 - Assessment Process / Happiness Factor follow-up at certain intervals in Welcome, Learning and Mentor Process
- **FINAL LEG FY17**
 - Style and Structure to Drafts
 - Drafts Shared For Comment With Community Chair/Ex Comm/Outreach Committees

COMMUNITY ONBOARDING THROUGH MENTORING

- Updated Materials Due At ICANN59
- Library / Repository Concept
- **LOOKING AHEAD**
 - Implementation FY18
 - Integrate As Part Of Larger Program Including: Newcomer, Community Onboard, Volunteer Skills Training (WG, Reviews), Moderator Capabilities, Chairing Capabilities, Leadership