

2019 Nominating Committee

Member 360 Peer Reviews



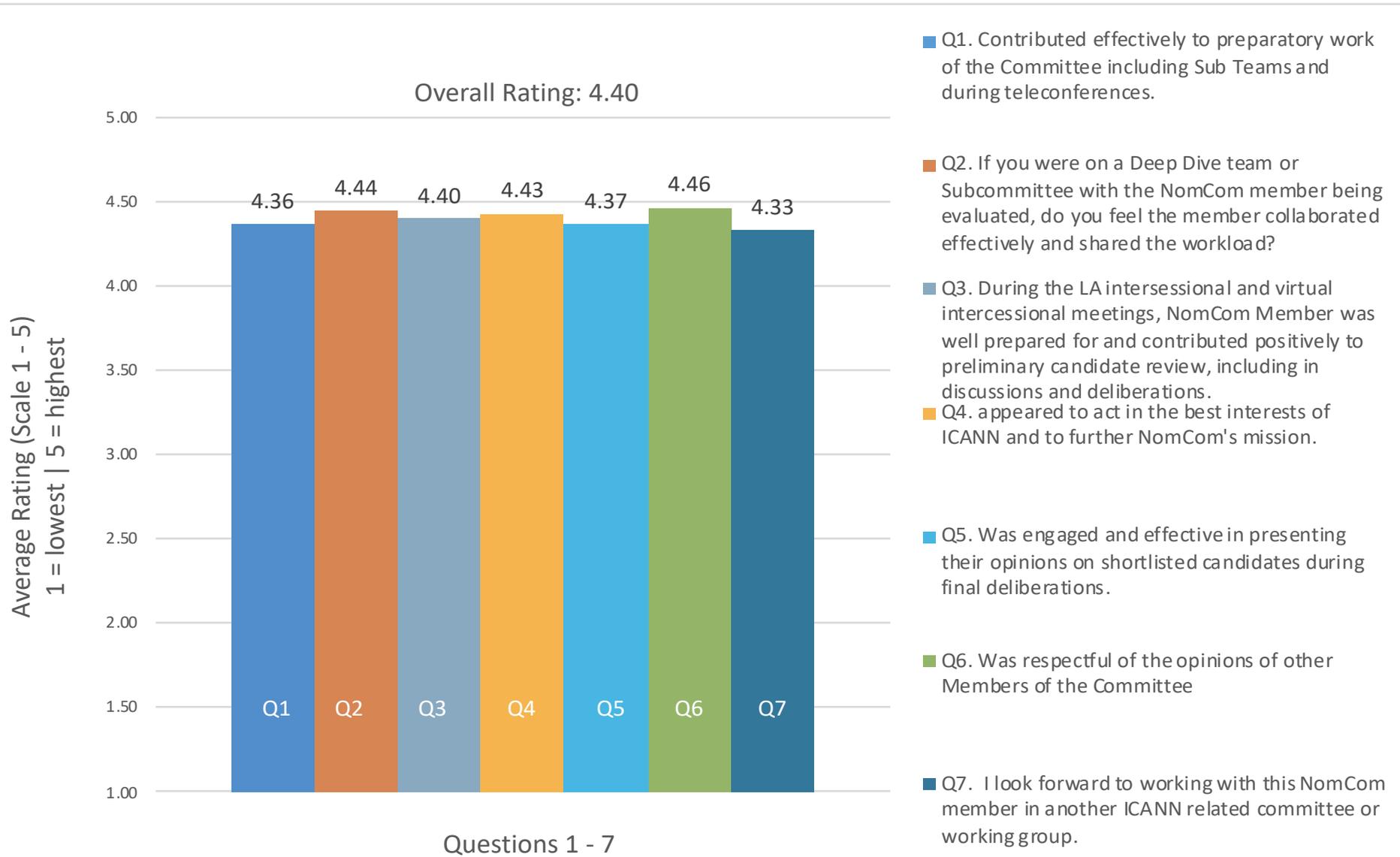
The Survey and Results

- The results shown in these slides are from the **2019 Nominating Committee 360 Peer Review Survey**.
- The survey was taken by the 2019 NomCom members. Review of the Leadership Team is conducted through a separate process (see here for more details: <https://www.icann.org/nomcom2019>). The survey received 15 responses (out of a possible 17).
- There were seven (7) questions in the survey (below) regarding the Committee Member's work and contribution to the 2018 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale. **The average rating for [all members](#) on all questions was [4.40](#).**
 - Q1.** NomCom member contributed effectively to preparatory work of the Committee, including in any sub-committees and during teleconferences. (**Avg. Score = 4.36**)
 - Q2.** NomCom member collaborated effectively and shared the work load during deep dive process. (**Avg. Score = 4.44**)
 - Q3.** NomCom member contributed positively to preliminary candidate review, including in discussions and deliberations during the DC intersessional. (**Avg. Score = 4.40**)
 - Q4.** NomCom member always appeared to act in the best interests of ICANN and to further NomCom's mission. (**Avg. Score = 4.43**)
 - Q5.** NomCom member was fully engaged and effective in presenting their opinions on shortlisted candidates during final deliberations. (**Avg. Score = 4.37**)
 - Q6.** NomCom member was respectful of the opinions of other members of the NomCom. (**Avg. Score = 4.46**)
 - Q7.** NomCom member was an integral part of the 2018 NomCom. (**Avg. Score = 4.33**)
- The survey also requested respondents to provide any additional feedback/comments on the committee members:
 - Feedback Q1.** Please list five words to describe [Committee Member]
 - Feedback Q2.** Please leave any additional comments or feedback for [Committee Member]

2019 Nominating Committee Members

- **ASO (AC)** – [Brajesh Jain](#)
- **ccNSO** – [Pablo Rodriguez](#)
- **RSSAC** – [Alejandro Acosta](#)
- **SSAC** – [Robert Guerra](#)
- **ALAC (AF)** – [Aziz Hilali](#)
- **ALAC (AP)** – [Nadira Alaraj](#)
- **ALAC (EU)** – [Erich Schweighofer](#)
- **ALAC (LAC)** – [tracy Hackshaw](#)
- **ALAC (NA)** – [Leah Symekher](#)
- **GNSO (CBUC-Large)** – [Paul Mitchell](#)
- **GNSO (CBUC-Small)** – [Lawrence Olawale-Roberts](#)
- **GNSO (IPC)** – [Jonathan Cohen](#)
- **GNSO (ISPCP)** – [Alain Bidron](#)
- **GNSO (NCUC)** – [Anriette Esterhuysen](#)
- **GNSO (RrSG)** – [Caroline Greer](#)
- **GNSO (RySG)** – [Jon Nevett](#)
- **IAB (IETF)** – [Ole Jacobsen](#)

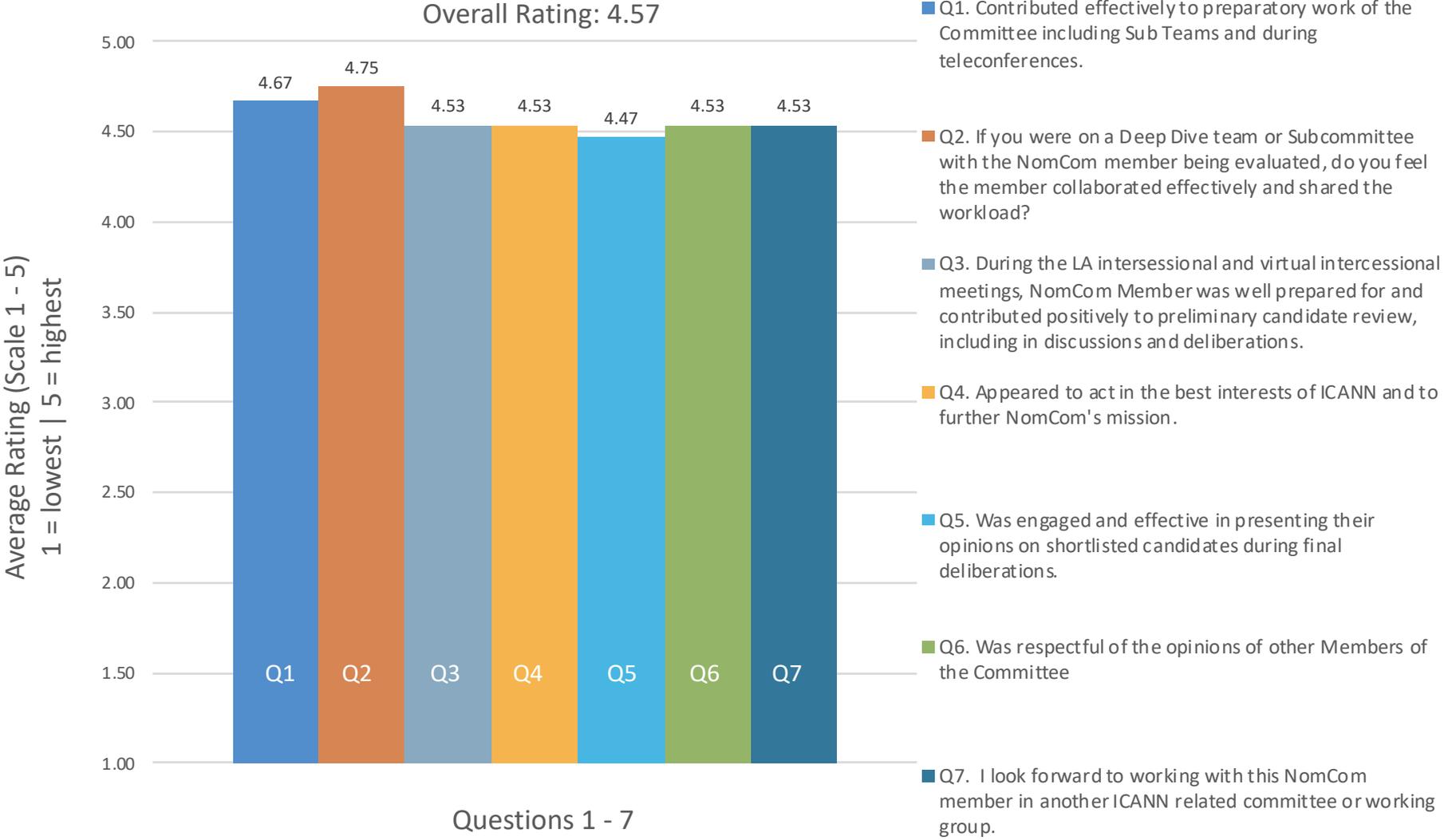
Member 360 Reviews – Aggregate Results



“5 Words to Describe” Wordcloud (all members)



ASO (AC) - Brajesh Jain 360 Review



Additional Comments on Brajesh Jain

List 5 words to describe...

(11 Responses)

Hard worker, just, reliable

hard worker, intelligent, trustworthy

passionate, engaged, researcher, bridger, representative

funny persistent hardworking prepared collegial

Passionate, Careful, Respectful, Involved, Hard-working

Nice participates clever agenda collegial

dedicated, friendly

Detail orientated, thoughtful, prepared, polite

committed, strategic, analytical, global, team-player

sound, balance intelligent

Considered

Additional Comments

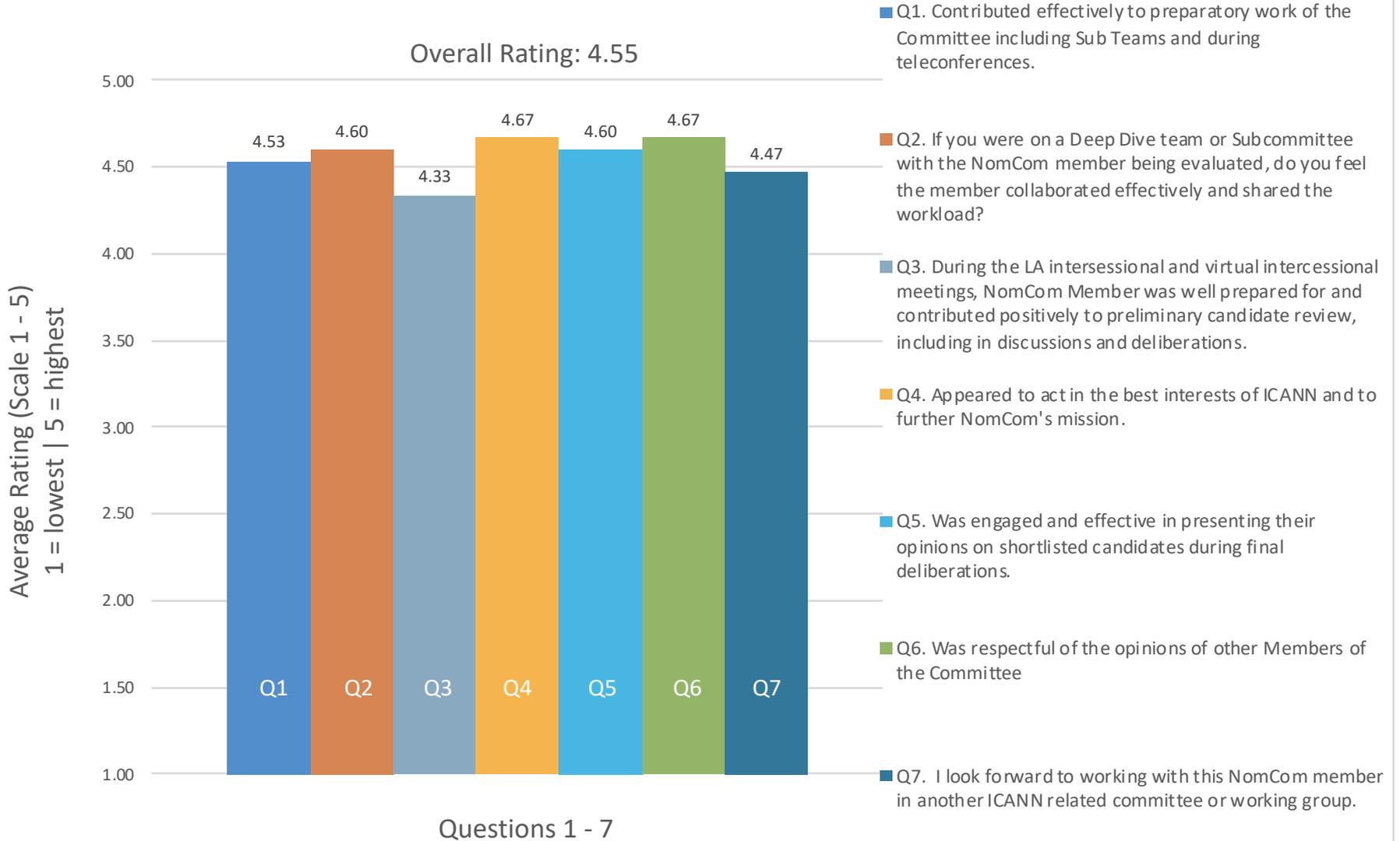
(3 Responses)

Brajesh is amazing. He cares about his region, about ICANN, about inclusion, about diversity. He works hard, is good humoured, completely reliable and extremely collegial.

Hard-working and with a great sense of humor.

Great working with you!

ccNSO - Pablo Rodriguez 360 Review



Additional Comments on Pablo Rodriguez

List 5 words to describe...

(12 Responses)

Dynamic, friendly, thrust worthy, reliable, unbiased

hard working person, committed

humourous, passionate, committed, engaged, tireless

funny friendly passionate yellow shoes

Passionate, Careful, Observant, Involved, Hard-working

Talker agenda nice decent active

articulate, dedicated, pleasure to be around

Engaging, excellent communicator, honest, thoughtful

Good presenter and suataining effort

committed, strategic, fun, global, team-player

intelligent,

Collegiate

Additional Comments

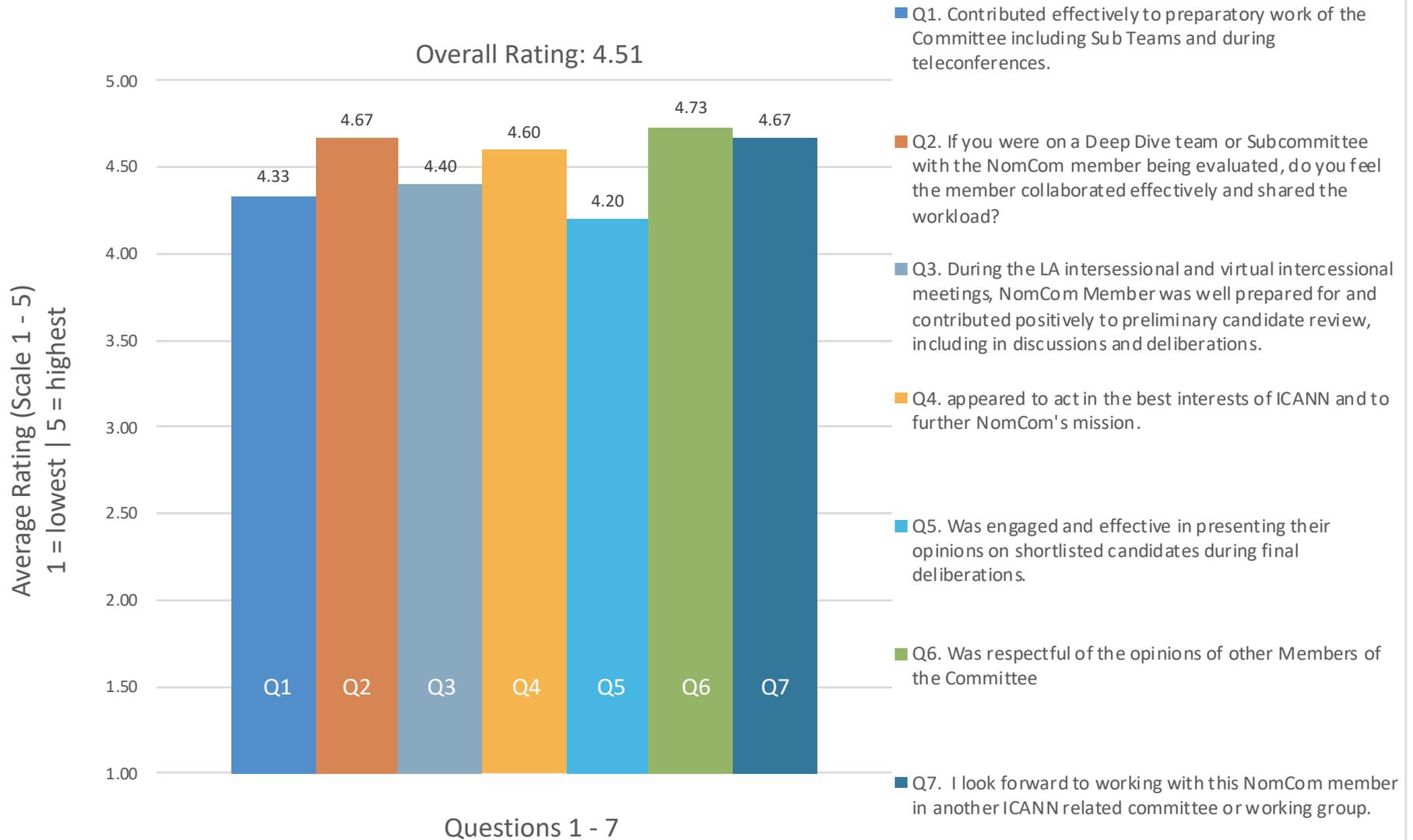
(3 Responses)

Always good arguments. A real friend for all of us.

A shining light with yellow shoes. Warm and generous.

Great working with you!

RSSAC - Alejandro Acosta 360 Review



Additional Comments on Alejandro Acosta

List 5 words to describe...

(12 Responses)

Passionate, team player, direct,

Creative, smart, committed, loyal, productive

thoughtful, direct, funny, committed, curious

sensible constructive practical respectful reliable

Dedicated, Passionate, Detail-oriented, Fair, Positive

Pleasant honest practical open minded team -player

easy going, passionate

Passionate, good natured, patient, dedicated

Very balanced and right attitude

technical, caring, focused, family, committed

Active, Informed, Reasercher, sincere, fair

Independent

Additional Comments

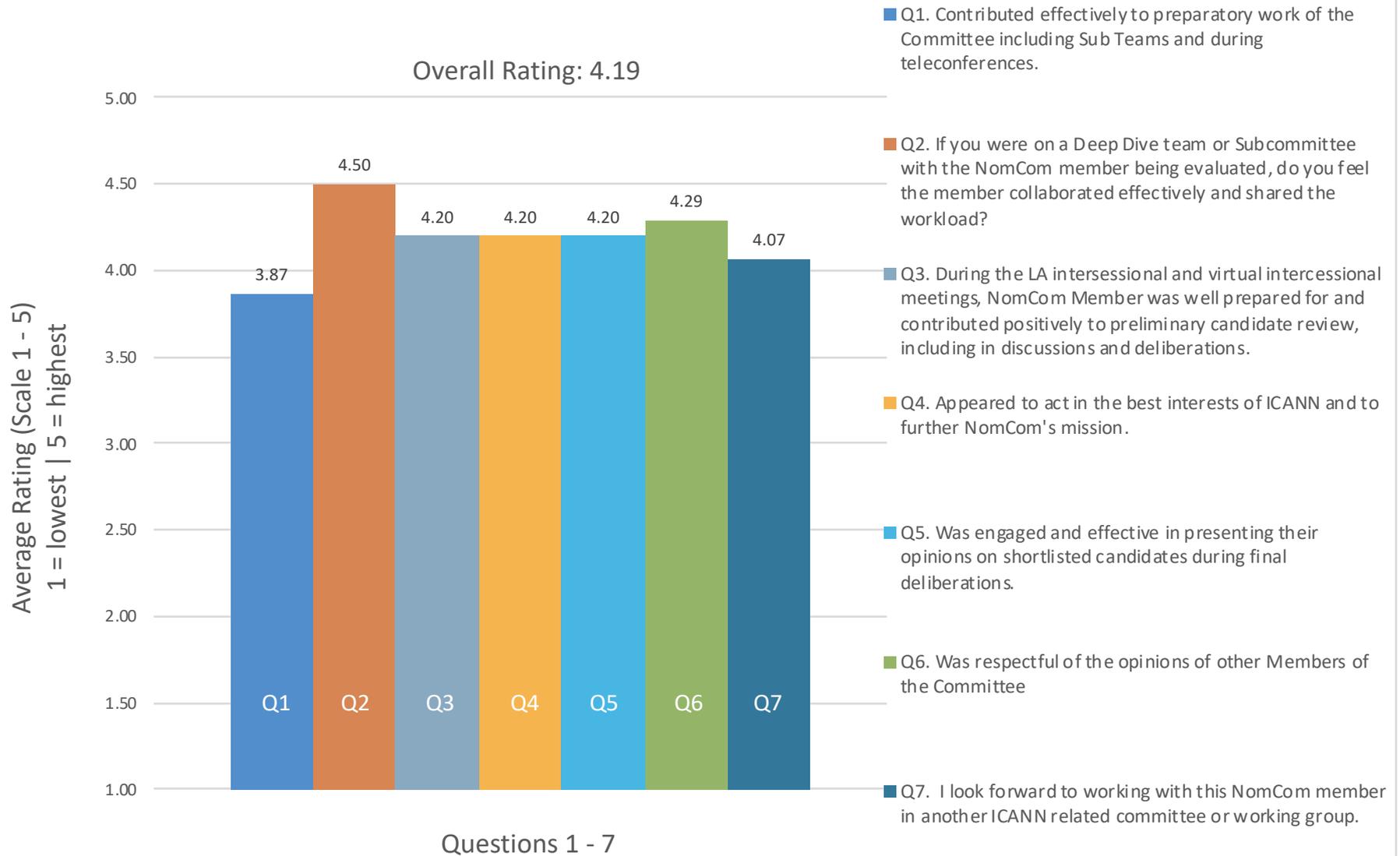
(3 Responses)

It was a pleasure to get to know Alejandro and I have enormous respect for him and solidarity as life in Venezuela is so difficult but he never let it interfere with his work.

A pleasure to work with, a great sense of humor.

Great working with you!

SSAC – Robert Guerra 360 Review



Additional Comments on Robert Guerra

List 5 words to describe...

(12 Responses)

Zealous,

hard worker, intelligent, trustworthy

academic, careful, precise, thoughtful, knowledgeable

consistent systematic diversity inclusion fair

Passionate, Partisan, Experienced, Observant, Involved.

Agenda verbose clever communicator repetitive

passionate, dedicated

Thoughtful, engaged, good communicator, prepared

Sharp and precise inputs

committed, strategic, analytical, global, team-player

biased

Focused

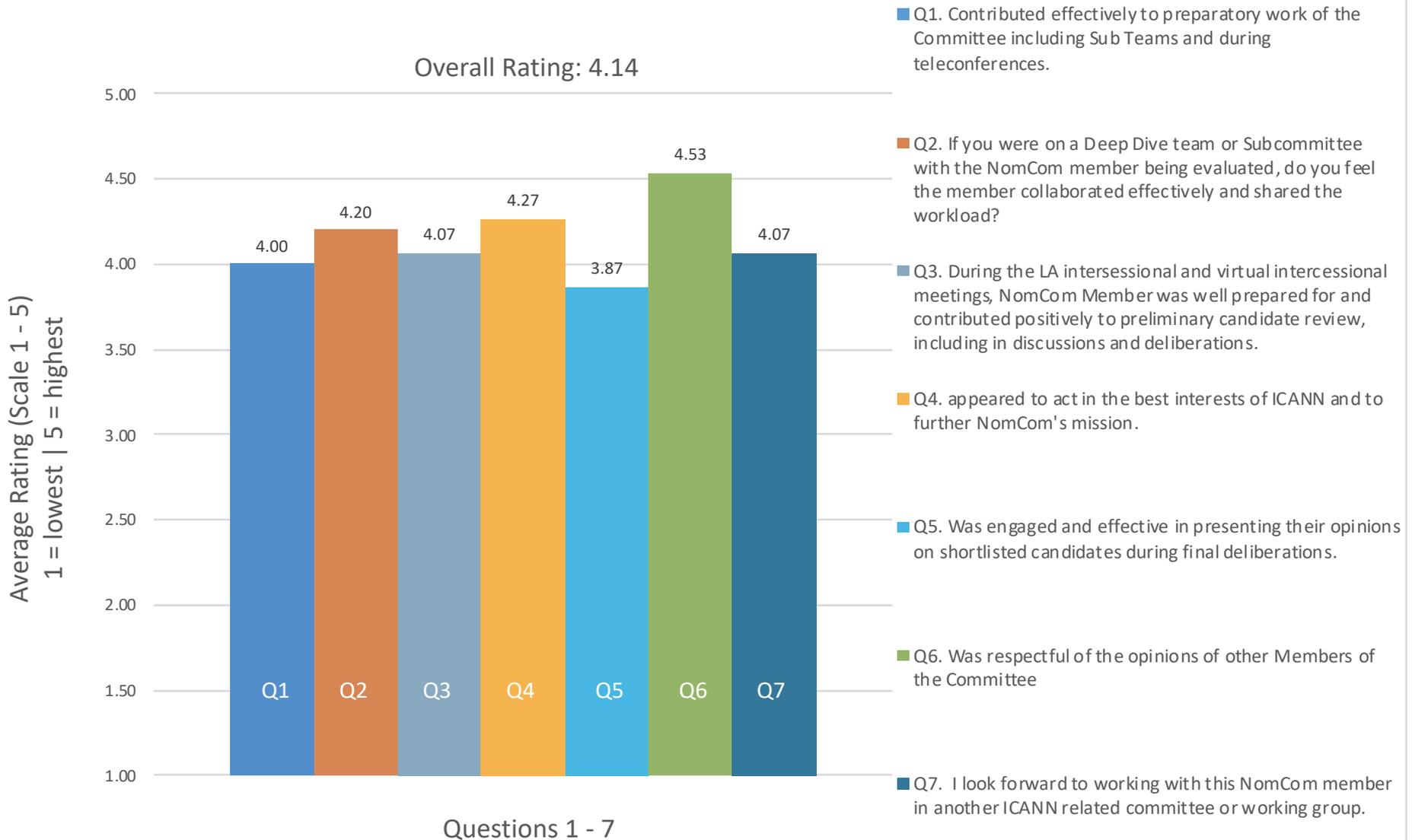
Additional Comments

(2 Responses)

Thorough and systematic, concerned with diversity, inclusion, and the public interest. A better liaison would be hard to fine.

Great working with you!

ALAC (AF) - Aziz Hilali 360 Review



Additional Comments on Aziz Hilali

List 5 words to describe...

(12 Responses)

Friendly, hard working, engaging, unbiased, authentic, humble

Respectful, intelligent, efficiente

quiet, knowledgable, patient

quiet distracted busy sensitive caring

Fair-minded, Reliable, Neutral, Engaged, Driven

Quiet thoughtful fair- minded collegial

nice, flexible

Precise, thoughtful, dedicated, well prepared

Very affable and supportive

shy, fun, committed, interesting, academic

laid back, biased,

Collegial

Additional Comments

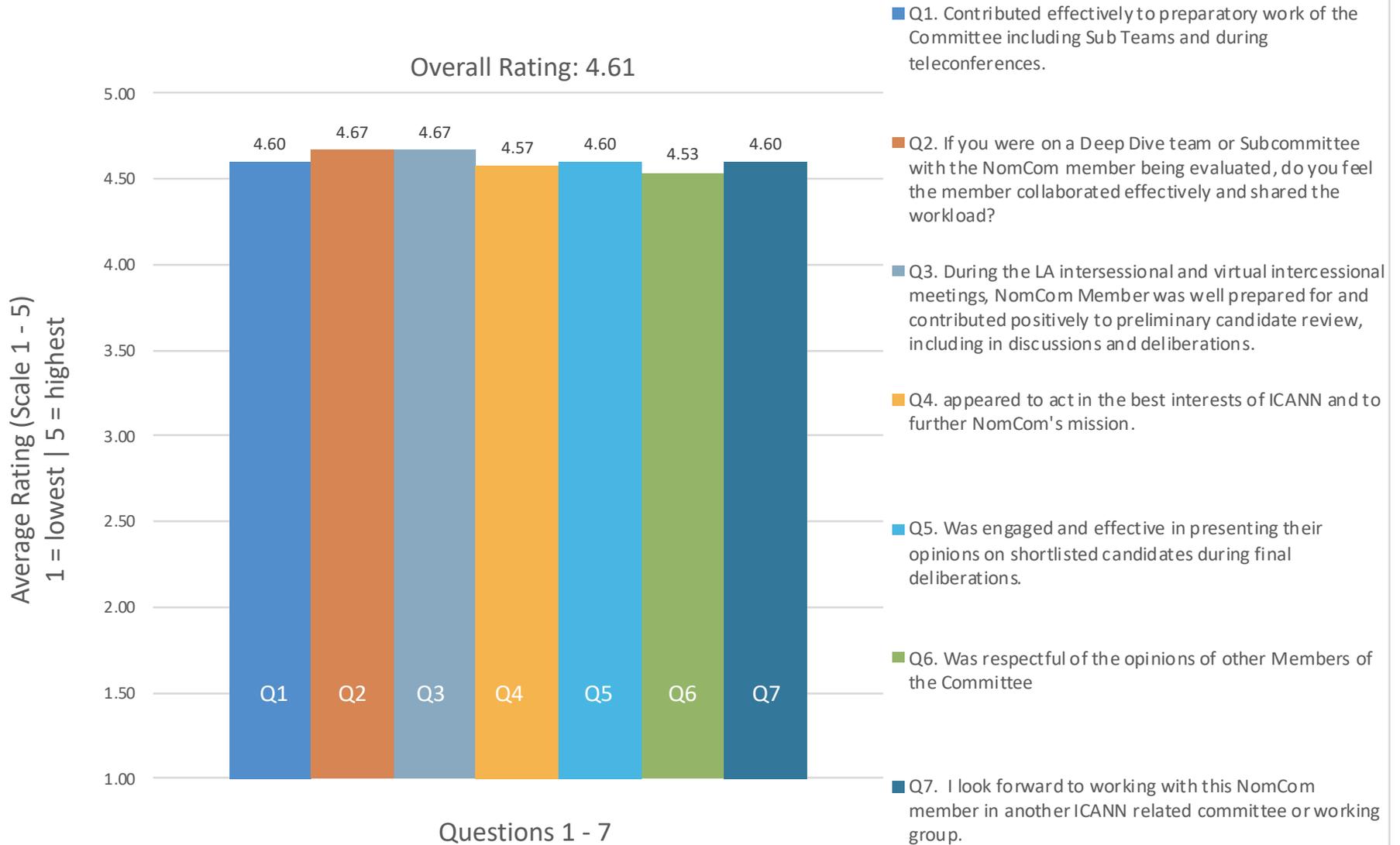
(3 Responses)

The real link between all members. Friendly, inspiring, optimistic, a real asset.

I felt for Aziz as meeting host of the Marrakech meeting made it really hard for him to also participate in NomCom, but he did. He is a generous and kind person and I am very glad to have met him.

Great working with you!

ALAC (AP) - Nadira Alaraj 360 Review



Additional Comments on Nadira Alaraj

List 5 words to describe...

(12 Responses)

Passionate, friendly, goal oriented, optimistic, trustworthy

Clever, loyal

active, interested, committed, curious

dedicated persistent hardworking helpful consistent

Passionate, Fair-minded, Careful, Dedicated, Driven

Passionate committed fair minded team player decent

vocal, flexible, dedicated

Energetic, good natured, thoughtful, committed

Always well prepared and contributor

smart, committed, caring, adventurous,

pushy, unrealistic,

Fun-loving

Additional Comments

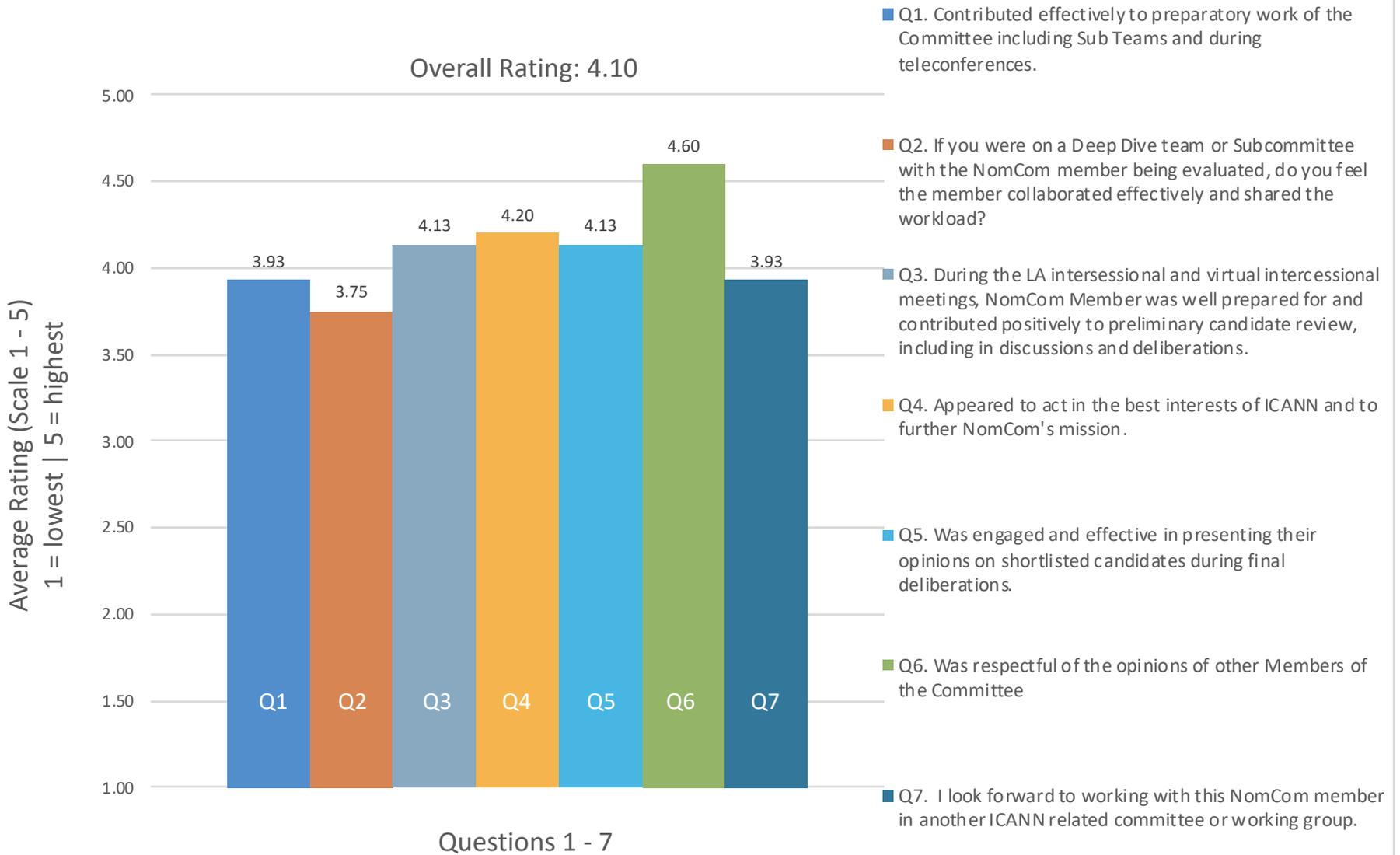
(3 Responses)

Nadira is supportive and caring, passionate about ICANN and its mission. Her advice and support and organisational skills were invaluable to me.

A dedicated and compassionate member with lots to contribute

Great working with you!

ALAC (EU) – Erich Schweighofer 360 Review



Additional Comments on Erich Schweighofer

List 5 words to describe...

(12 Responses)

Friendly, humble, unbiased, optimistic, team player

Quite, smart, efficiente

quiet, deliberate, thoughtful, brief

academic learning engaged listener reliable

Academic, Detail-oriented, Fair, Observant, Involved

Quiet pleasant independent nice a tryer

dedicated,

Thoughtful, well prepared, thinker, intelligent

Balanced and reserved

shy, introspective, smart, committed, caring

heavly biased, laid back,

Collegial

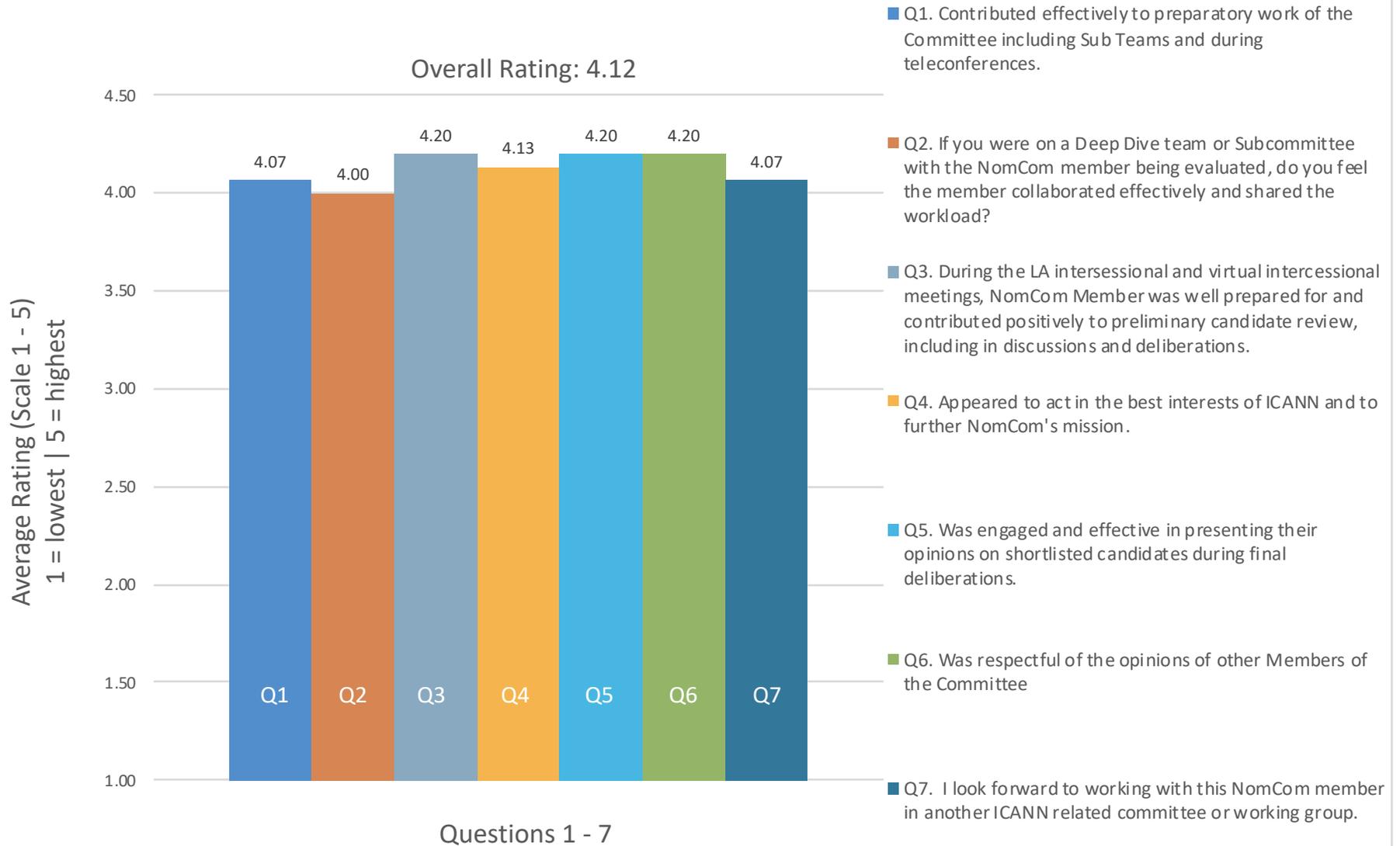
Additional Comments

(2 Responses)

Erich is quiet but listens and learns and contributes consistently.

Great working with you!

ALAC (LAC) – Tracy Hackshaw 360 Review



Additional Comments on Tracy Hackshaw

List 5 words to describe...

(11 Responses)

Authentic, character driven,

Quite person

funny, refreshing, compassionate,

thorough prepared courageous diversity experienced

Dedicated, Detail-oriented, Hard-working, Involved

Personal-Agenda, nice, clever, unfair, effective communicator

insightful

Thoughtful, well prepared, dedicated, well connected

Strong well crafted views

committed, technical, analytical, global, team-player

fair, intelligent, balanced, trustworthy, leader

Additional Comments

(3 Responses)

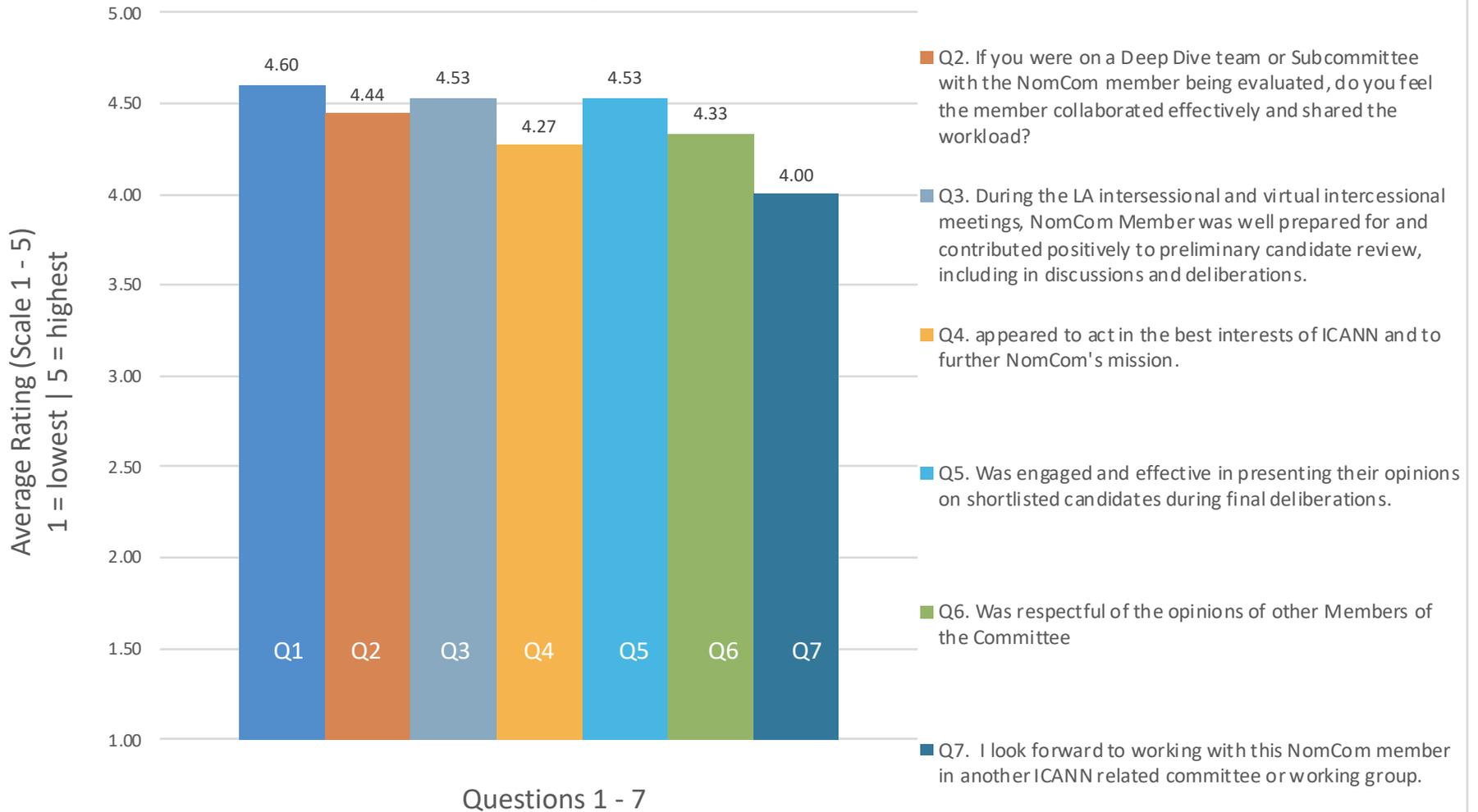
The diversity of Tracy's ICANN experience adds a lot of value to NomCom as does his commitment to making ICANN more globally inclusive and diverse.

Great working with you!

Hope to see him on the next Nomcom

ALAC (NA) - Leah Symekher 360 Review

Overall Rating: 4.39



Additional Comments on Leah Symekher

List 5 words to describe...

(12 Responses)

Passionate, zealous, fearless

hard worker

passionate, committed, tireless, engaged, animated

caring persistent committed passionate hardworking

Passionate, Emotional, Partisan, Dedicated, Hard-working

Verbose , fun ,good person, personal -agenda, unfair,

vocal, passionate

Energetic, committed, dedicated, well prepared

Fully engaged and Contributor

committed, strategic, analytical, global, team-player

open minded, active, leader, result oriented , strong

Mentor

Additional Comments

(5 Responses)

Leah is caring and committed. She is courageous and I admire that she will fight for her views, politely but firmly. She is a change-maker.

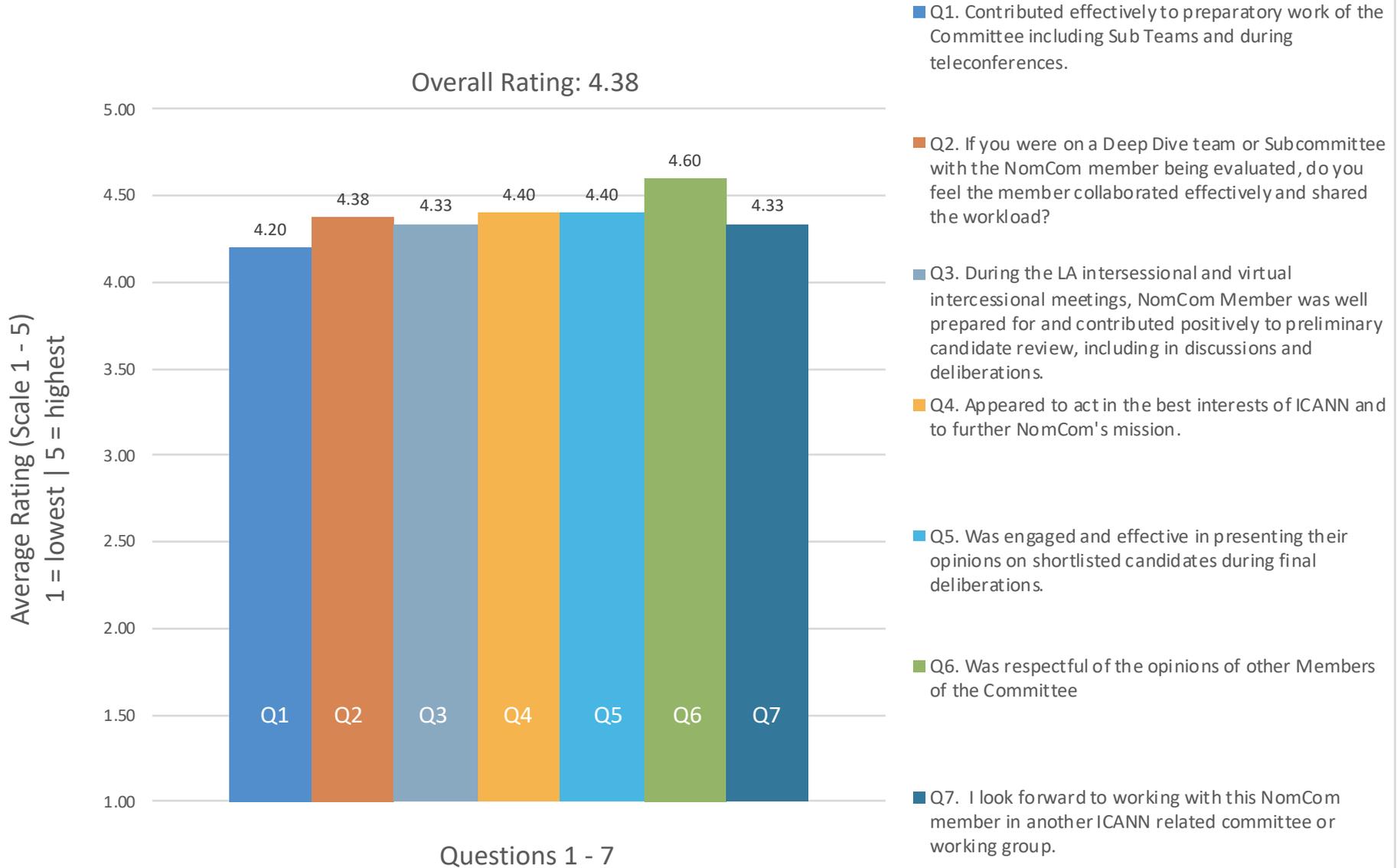
Passionate and hard-working, always.

Rely on others to make your point at times. No need to repeat.

Great working with you!

Strong lady with a positive impact. Great leadership material

GNSO (CBUC-Large) – Paul Mitchell 360 Review



Additional Comments on Paul Mitchell

List 5 words to describe...

(12 Responses)

Quiet, reserved

quite, super clever person

thoughtful, quiet, articulate, direct, balanced

strategic pragmatic experienced insight articulate

Accurate, Flexible, Dedicated, Observant, Skilled

Quiet thoughtful perceptive worker well spoken

smart, articulate, dedicated

Thoughtful, analytical, creative, direct, experienced

Creative inputs

committed, strategic, analytical, global, team-player

intelligent, informed, sincere, balanced

Considered

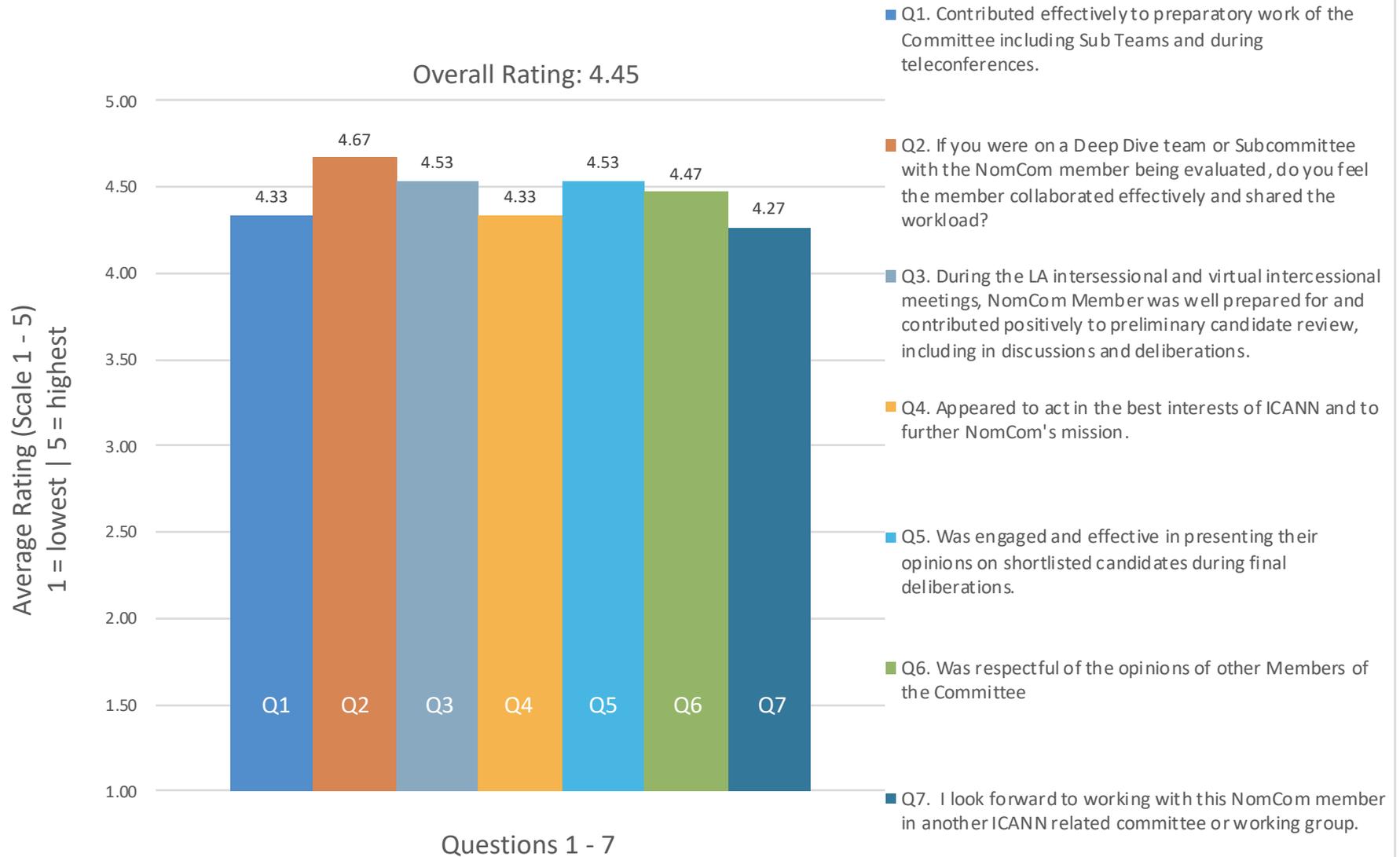
Additional Comments

(2 Responses)

Paul your wisdom and experience is always enlightening. Very happy to have you on NomCom.

Great working with you!

GNSO (CBUC-Small) – Lawrence Olawale-Roberts 360 Review



Additional Comments on Lawrence Olawale-Roberts

List 5 words to describe...

(12 Responses)

Listener, just, humble, Goal-oriented

hard worker

caring, engaged, committed, driven, concerned

passionate creative integrity prepared brave

Dedicated, Passionate, Careful, Emotional, Involved

Emotional, unfair, personal agenda, bright, well spoken

meaningful, passionate, dedicated

Thoughtful, well prepared, excellent communicator,

Knowledgable and contributor

committed, technical, smart, global, team-player

sincere, fair, intelligent, trustworthy

Strong

Additional Comments

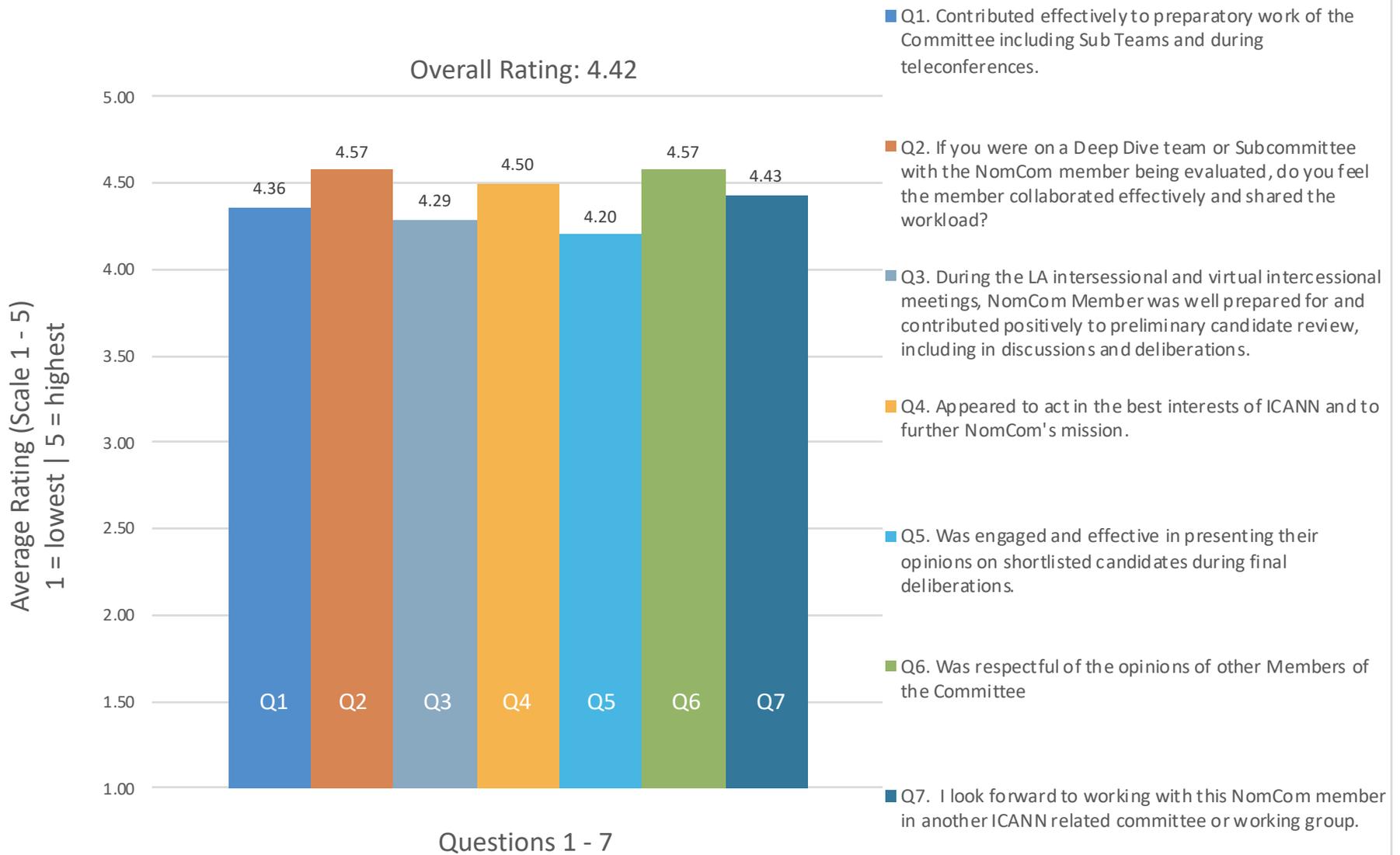
(2 Responses)

Lawrence is a huge asset to the NomCom. I learnt from him and really enjoyed working together. Looking forward to more.

Brings a perspective from an under-represented region.

Great working with you!

GNSO (ISPCP) - Alain Bidron 360 Review



Additional Comments on Alain Bidron

List 5 words to describe...

(11 Responses)

quite, smart, productive

quiet, withdrawn, musing, historian

brilliant strategic knowledgeable systematic

Considerate, Careful, Skilled, Effective, Dedicated

Quiet worker detail passionate honest

smart, rules-oriented, dedicated

Thoughtful, detail orientated, experienced, knowledgeable

Historical knowledge Process Focussed f

detailed, strategic, analytical, team-player

laid back, biased

Tactical

Additional Comments

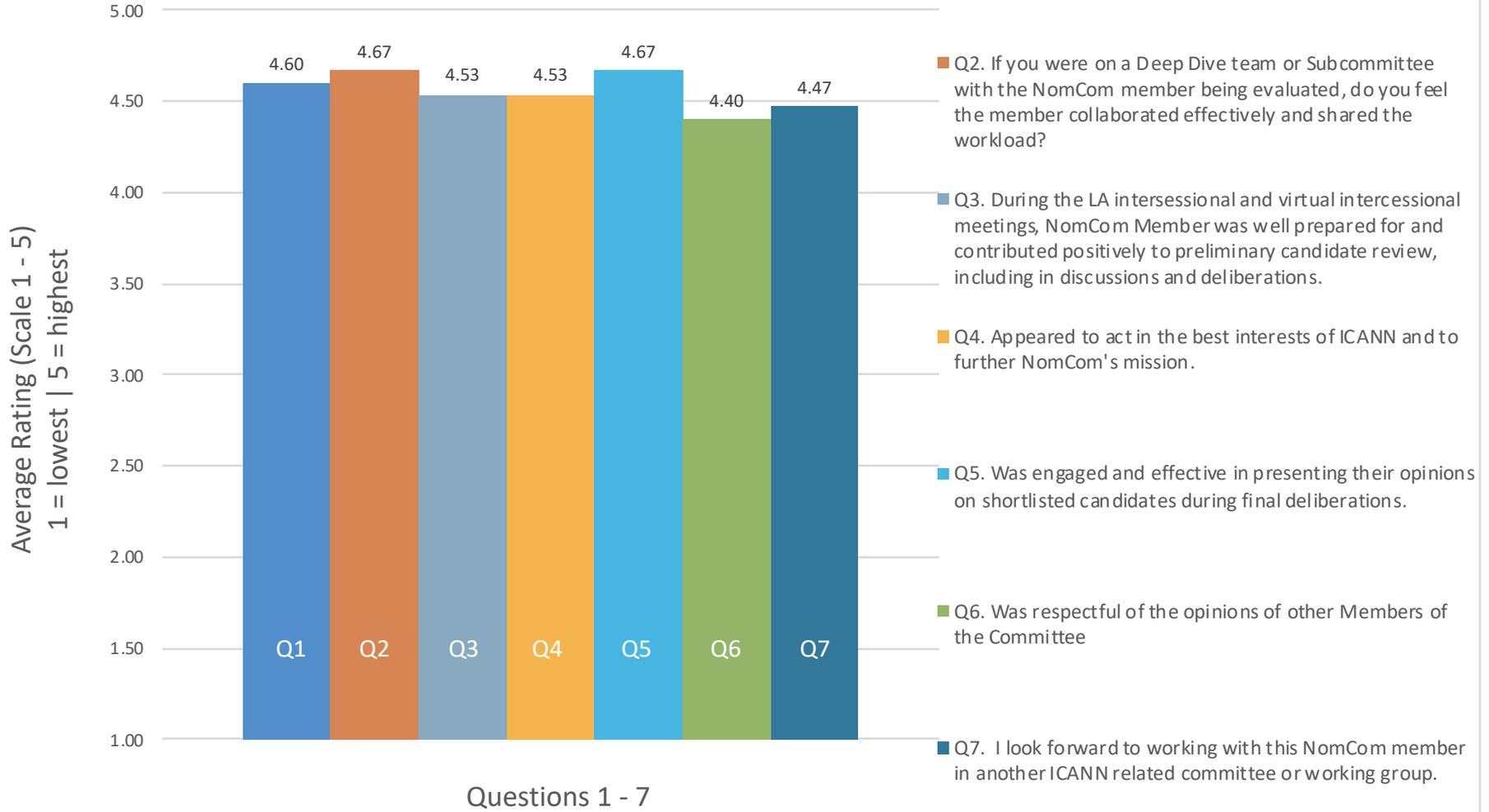
(2 Responses)

My role model. Alain's strategic insight and consistency grounded NomCom. He should be on the ICANN board.

Great working with you!

GNSO (NCUC) - Anriette Esterhuysen 360 Review

Overall Rating: 4.55



Additional Comments on Anriette Esterhuysen

List 5 words to describe...

(11 Responses)

Inspiring, impressive, goal oriented, knowledgeable, noble

super smart, hard worker, brilliant, committed

leader, teacher, experienced, passionate, advocate

Passionate, Experienced, Careful, Respectful, Effective

Bright communicative decent fair agenda

smart, well-connected

Knowledgeable, well connected, thoughtful, empathetic

Vast knowledge and contributor

committed, strategic, analytical, global, team-player

intelligent

Intelligent

Additional Comments

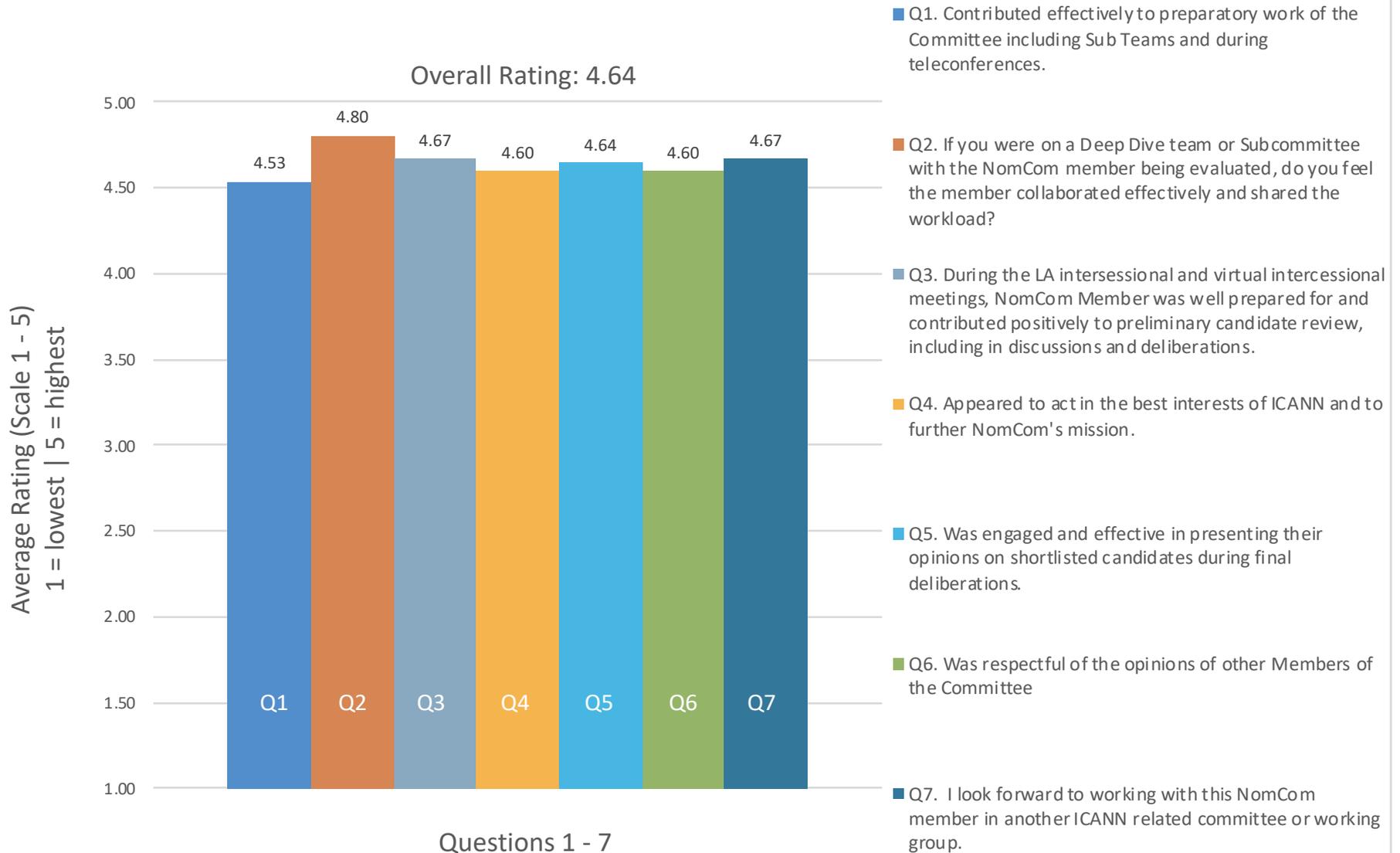
(3 Responses)

Impressive.

Great working with you!

Influential assert to any group she is on boarded into

GNSO (RrSG) – Caroline Greer 360 Review



Additional Comments on Caroline Greer

List 5 words to describe...

(11 Responses)

Unbiased, friendly, open, optimist, knowledgeable

Reliable person, trustworthy,

caring, curious, animated, learning, bridging

sensible pragmatic reliable policy systematic

Passionate, Considerate, Driven, Fair, Observant

Worker communicator team player honest unafraid

smart, articulate, dedicated

Very friendly and precise

committed, strategic, analytical, global, team-player

intelligent, sincere, hardworking

Methodical

Additional Comments

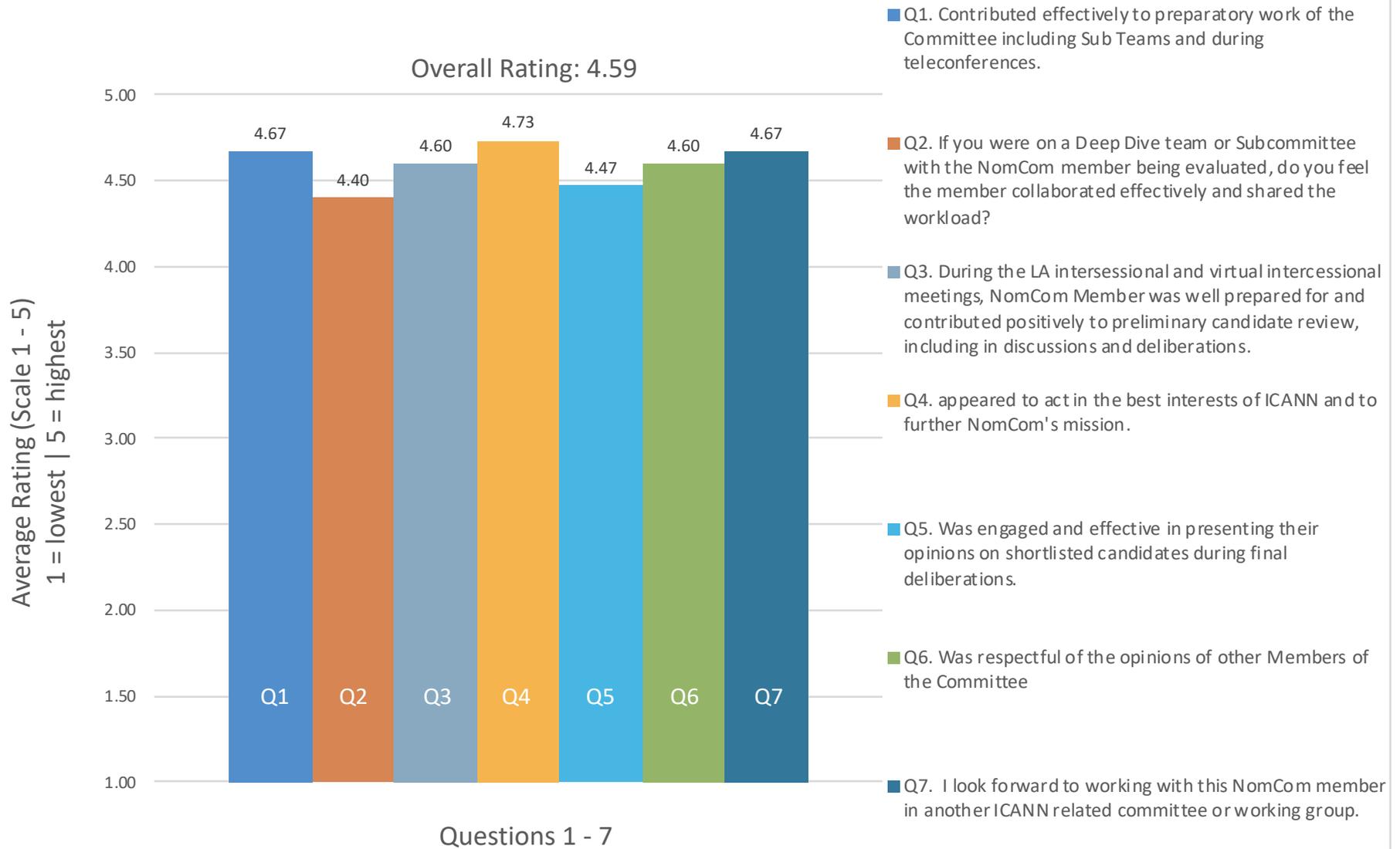
(3 Responses)

Caroline has fresh sensible perspectives. I really enjoyed getting to know her. NomCom 2020 is in good hands.

Brings compassion and great experience to the process.

Great working with you!

GNSO (RySG) - Jon Nevett 360 Review



Additional Comments on Jon Nevett

List 5 words to describe...

(11 Responses)

Clever, friendly, knowledgeable, honest, trustworthy

Brilliant, efficient, loyal, smart,

jocular, balanced, driven, teacher

pragmatic smart solid sensible knowledgeable experienced

Careful, Skillful, Calm, Considerate, Detail-oriented

Clever effective judicious team player nice

Creative, intelligent, good natured, experienced

Balanced and ready to Mediate

committed, strategic, analytical, global, team-player

professional, leader, sincere, intelligent, balanced

Time-sensitive

Additional Comments

(3 Responses)

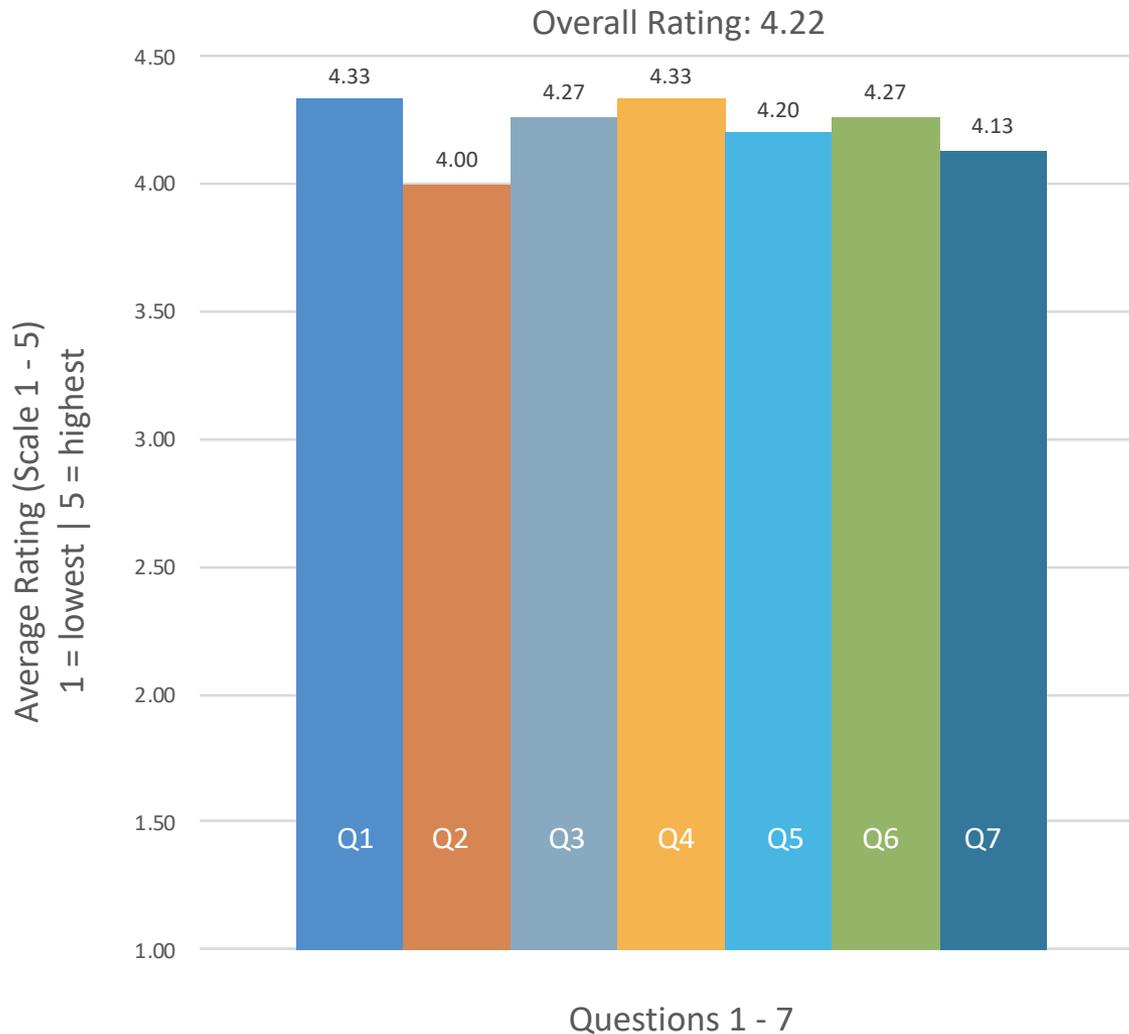
Brilliant and strategic and for me getting to know him was a highlight of being on NomCom. So much ICANN knowledge and insight was a revelation.

Experienced and professional, respected by all members.

Great working with you!

Hope to see him in a leadership position on the NomCom

IAB (IETF) - Ole Jacobsen 360 Review



■ Q1. Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

■ Q2. If you were on a Deep Dive team or Subcommittee with the NomCom member being evaluated, do you feel the member collaborated effectively and shared the workload?

■ Q3. During the LA intersessional and virtual intersessional meetings, NomCom Member was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

■ Q4. Appeared to act in the best interests of ICANN and to further NomCom's mission.

■ Q5. Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

■ Q6. Was respectful of the opinions of other Members of the Committee

■ Q7. I look forward to working with this NomCom member in another ICANN related committee or working group.

Additional Comments on Ole Jacobsen

List 5 words to describe...

(12 Responses)

Goal oriented, experienced, decisive, just

trustworthy, consistent

teacher, advocate, historian, logical, driven

helpful collegial committed humorous

Passionate, Fair, Observant, Experienced, Dedicated

Clever committed nice collegial cares

smart, articulate, dedicated

Creative, engaged, good communicator, experienced

Helpful and Contribution in Process

committed, strategic, analytical, , team-player

biased

Measured

Additional Comments

(2 Responses)

Thanks to Ole for doing updates, for sharing information, for ICANN bad attitude - for generous with time and energy.

Great working with you!

Engage with ICANN



Thank You

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