2019 Nominating Committee

Member 360 Peer Reviews
“5 Words to Describe” Wordcloud (all members)
**ASO (AC) - Brajesh Jain 360 Review**

**Overall Rating: 4.57**

1 = lowest | 5 = highest

- **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 intercessional 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.

Questions 1 - 7

<table>
<thead>
<tr>
<th>Question</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1</td>
<td>4.67</td>
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<tr>
<td>Q2</td>
<td>4.75</td>
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<tr>
<td>Q3</td>
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<td>Q4</td>
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<td>Q5</td>
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<td>Q6</td>
<td>4.53</td>
</tr>
<tr>
<td>Q7</td>
<td>4.53</td>
</tr>
</tbody>
</table>
Additional Comments on Brajesh Jain

**List 5 words to describe…**
(11 Responses)

<table>
<thead>
<tr>
<th>Hard worker, just, Äô reliable</th>
</tr>
</thead>
<tbody>
<tr>
<td>hard worker, intelligent, trustworthy</td>
</tr>
<tr>
<td>passionate, engaged, researcher, bridger, representative</td>
</tr>
<tr>
<td>funny persistent hardworking prepared collegial</td>
</tr>
<tr>
<td>Passionate, Careful, Respectful, Involved, Hard-working</td>
</tr>
<tr>
<td>Nice participates clever agenda collegial</td>
</tr>
<tr>
<td>dedicated, friendly</td>
</tr>
<tr>
<td>Detail orientated, thoughtful, prepared, polite</td>
</tr>
<tr>
<td>committed, strategic, analytical, global, team-player</td>
</tr>
<tr>
<td>sound, balance intelligent</td>
</tr>
<tr>
<td>Considered</td>
</tr>
</tbody>
</table>

**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

Overall Rating: 4.55

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.

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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 Pablo Rodriguez

List 5 words to describe...
(12 Responses)
Dynamic, friendly, trust 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 sustaining 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

Overall Rating: 4.51

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?

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Additional Comments on Alejandro Acosta

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!

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, Researcher, sincere, fair
Independent
SSAC – Robert Guerra 360 Review

Overall Rating: 4.19

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 intercessional meetings, NomCom Member was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

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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 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

Overall Rating: 4.14

- Q1. Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.
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- 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.
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!
Overall Rating: 4.61

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?

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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 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

Overall Rating: 4.10

Average Rating (Scale 1 - 5)
1 = lowest | 5 = highest

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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 Erich Schweighofer

#### List 5 words to describe...

<table>
<thead>
<tr>
<th>(12 Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friendly, humble, unbiased, optimistic, team player</td>
</tr>
<tr>
<td>Quiet, smart, efficient</td>
</tr>
<tr>
<td>Quiet, deliberate, thoughtful, brief</td>
</tr>
<tr>
<td>Academic learning engaged listener reliable</td>
</tr>
<tr>
<td>Academic, Detail-oriented, Fair, Observant, Involved</td>
</tr>
<tr>
<td>Quiet pleasant independent nice a tryer</td>
</tr>
<tr>
<td>Dedicated,</td>
</tr>
<tr>
<td>Thoughtful, well prepared, thinker, intelligent</td>
</tr>
<tr>
<td>Balanced and reserved</td>
</tr>
<tr>
<td>Shy, introspective, smart, committed, caring</td>
</tr>
<tr>
<td>Heavily biased, laid back,</td>
</tr>
<tr>
<td>Collegial</td>
</tr>
</tbody>
</table>

#### Additional Comments

<table>
<thead>
<tr>
<th>(2 Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Erich is quiet but listens and learns and contributes consistently.</td>
</tr>
<tr>
<td>Great working with you!</td>
</tr>
</tbody>
</table>
ALAC (LAC) – Tracy Hackshaw 360 Review

Overall Rating: 4.12

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 intercessional 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 Tracy Hackshaw

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

Questions 1 - 7

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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.
## 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

Overall Rating: 4.38

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?

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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 Paul Mitchell

**List 5 words to describe…**

<table>
<thead>
<tr>
<th>Response</th>
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<tbody>
<tr>
<td>Quiet, reserved</td>
</tr>
<tr>
<td>quite, super clever person</td>
</tr>
<tr>
<td>thoughtful, quiet, articulate, direct, balanced</td>
</tr>
<tr>
<td>strategic pragmatic experienced insight articulate</td>
</tr>
<tr>
<td>Accurate, Flexible, Dedicated, Observant, Skilled</td>
</tr>
<tr>
<td>Quiet thoughtful perceptive worker well spoken</td>
</tr>
<tr>
<td>smart, articulate, dedicated</td>
</tr>
<tr>
<td>Thoughtful, analytical, creative, direct, experienced</td>
</tr>
<tr>
<td>Creative inputs</td>
</tr>
<tr>
<td>committed, strategic, analytical, global, team-player</td>
</tr>
<tr>
<td>intelligent, informed, sincere, balanced</td>
</tr>
<tr>
<td>Considered</td>
</tr>
</tbody>
</table>

### Additional Comments

<table>
<thead>
<tr>
<th>Response</th>
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</thead>
<tbody>
<tr>
<td>Paul your wisdom and experience is always enlightening. Very happy to have you on NomCom.</td>
</tr>
<tr>
<td>Great working with you!</td>
</tr>
</tbody>
</table>
GNSO (CBUC-Small) – Lawrence Olawale-Roberts 360 Review

Overall Rating: 4.45

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 intercessional 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 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

Overall Rating: 4.42

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

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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 Alain Bidron

List 5 words to describe…

<table>
<thead>
<tr>
<th>(11 Responses)</th>
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</thead>
<tbody>
<tr>
<td>quite, smart, productive</td>
</tr>
<tr>
<td>quiet, withdrawn, musing, historian</td>
</tr>
<tr>
<td>brilliant strategic knowledgeable systematic</td>
</tr>
<tr>
<td>Considerate, Careful, Skilled, Effective, Dedicated</td>
</tr>
<tr>
<td>Quiet worker detail passionate honest</td>
</tr>
<tr>
<td>smart, rules-oriented, dedicated</td>
</tr>
<tr>
<td>Thoughtful, detail orientated, experienced, knowledgable</td>
</tr>
<tr>
<td>Historical knowledge Process Focusseddd f</td>
</tr>
<tr>
<td>detailed, strategic, analytical, team-player</td>
</tr>
<tr>
<td>laid back, biased</td>
</tr>
<tr>
<td>Tactical</td>
</tr>
</tbody>
</table>

**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

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?

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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 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

Overall Rating: 4.64

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

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### Additional Comments on Caroline Greer

<table>
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<tr>
<th>List 5 words to describe…</th>
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<tbody>
<tr>
<td>(11 Responses)</td>
</tr>
<tr>
<td>Unbiased, friendly, open, optimist, knowledgeable</td>
</tr>
<tr>
<td>Reliable person, trustworthy,</td>
</tr>
<tr>
<td>caring, curious, animated, learning, bridging</td>
</tr>
<tr>
<td>sensible pragmatic reliable policy systematic</td>
</tr>
<tr>
<td>Passionate, Considerate, Driven, Fair, Observant</td>
</tr>
<tr>
<td>Worker communicator team player honest unafraid</td>
</tr>
<tr>
<td>smart, articulate, dedicated</td>
</tr>
<tr>
<td>Very friendly and precise</td>
</tr>
<tr>
<td>committed, strategic, analytical, global, team-player</td>
</tr>
<tr>
<td>intelligent, sincere, hardworking</td>
</tr>
<tr>
<td>Methodical</td>
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<table>
<thead>
<tr>
<th>Additional Comments</th>
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<tbody>
<tr>
<td>(3 Responses)</td>
</tr>
<tr>
<td>Caroline has fresh sensible perspectives. I really enjoyed getting to know her. NomCom 2020 is in good hands.</td>
</tr>
<tr>
<td>Brings compassion and great experience to the process.</td>
</tr>
<tr>
<td>Great working with you!</td>
</tr>
</tbody>
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GNSO (RySG) - Jon Nevett 360 Review

Overall Rating: 4.59

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

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## Additional Comments on Jon Nevett

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<tbody>
<tr>
<td>Clever, friendly, knowledgeable, honest, trustworthy</td>
</tr>
<tr>
<td>Brilliant, efficiente, loyal, smart, jocular, balanced, driven, teacher</td>
</tr>
<tr>
<td>pragmatic smart solid sensible knowledgeable experienced</td>
</tr>
<tr>
<td>Careful, Skillful, Calm, Considerate, Detail-oriented</td>
</tr>
<tr>
<td>Clever effective judicious team player nice</td>
</tr>
<tr>
<td>Creative, intelligent, good natured, experienced</td>
</tr>
<tr>
<td>Balanced and ready to Mediate</td>
</tr>
<tr>
<td>committed, strategic, analytical, global, team-player</td>
</tr>
<tr>
<td>professional, leader, sincere, intelligent, balanced</td>
</tr>
<tr>
<td>Time-sensitive</td>
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</tbody>
</table>

## Additional Comments

<table>
<thead>
<tr>
<th>(3 Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brilliant and strategic and for me getting to know him was a nighlight of being on NomCom. So much ICANN knowledge and insight was a revelation.</td>
</tr>
<tr>
<td>Experienced and professional, respected by all members.</td>
</tr>
<tr>
<td>Great working with you!</td>
</tr>
<tr>
<td>Hope to see him in a leadership position on the NomCom</td>
</tr>
</tbody>
</table>
IAB (IETF) - Ole Jacobsen 360 Review

Overall Rating: 4.22

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

Questions 1 - 7

Average Rating (Scale 1 - 5)
1 = lowest | 5 = highest

Q1: 4.33
Q2: 4.00
Q3: 4.27
Q4: 4.33
Q5: 4.20
Q6: 4.27
Q7: 4.13
### Additional Comments on Ole Jacobsen

**List 5 words to describe...**

<table>
<thead>
<tr>
<th>(12 Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal oriented, experienced, decisive, just</td>
</tr>
<tr>
<td>trustworthy, consistent</td>
</tr>
<tr>
<td>teacher, advocate, historian, logical, driven</td>
</tr>
<tr>
<td>helpful collegial committed humorous</td>
</tr>
<tr>
<td>Passionate, Fair, Observant, Experienced, Dedicated</td>
</tr>
<tr>
<td>Clever committed nice collegial cares</td>
</tr>
<tr>
<td>smart, articulate, dedicated</td>
</tr>
<tr>
<td>Creative, engaged, good communicator, experienced</td>
</tr>
<tr>
<td>Helpful and Contribution in Process</td>
</tr>
<tr>
<td>committed, strategic, analytical, team-player</td>
</tr>
<tr>
<td>biased</td>
</tr>
<tr>
<td>Measured</td>
</tr>
</tbody>
</table>

### Additional Comments

<table>
<thead>
<tr>
<th>(2 Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thanks to Ole for doing updates, for sharing information, for ICANN bad attitude - for generous with time and energy.</td>
</tr>
<tr>
<td>Great working with you!</td>
</tr>
</tbody>
</table>
Engage with ICANN

Thank You
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