



***DRAFT***

# ARIN Leadership Development Program

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# ARIN Leadership Development Program

## Situation

- 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 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
- This presentation represents an initial outline of a program for obtaining Board feedback and discussion
- Goal would be formally launching the ARIN Leadership Development Program in May of this year

# ARIN Leadership Development Program

## Proposal

- General purpose program, but with targeted outreach as needed to achieve our goals
- Ongoing program – not tied specifically to the election timing
- ARIN webpage highlighting features of the program and an application email address ([leadership-dev@arin.net](mailto:leadership-dev@arin.net)); ARIN staff would receive all email and forward requests to the Chairs of the Board and Advisory Council for review
- Board and AC Chairs would use their own processes to assign “Leadership Advisors” to applicants
- Leadership Advisors have an initial dialogue with applicants, determine their interests and potential for ARIN leadership
- If the applicant and advisor agree that there’s potential, then the applicant would be accepted as a protégé and the advisor would be responsible for ongoing support and development

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## Proposal (cont.)

- Leadership Advisors provide support to their protégés as follows:
  - Keeping their protégés informed of select topics of ongoing discussion in the body
  - Apprising their protégés of any interim opportunities for serving in a leadership position, such as appointments
  - Nominating/recommending them for leadership roles, as appropriate
  - Holding periodic status calls/teleconferences with their protégés
- Protégés would be responsible for:
  - Following developments of body in which they are interested in serving
  - Periodic discussions with their advisors on recent developments
  - Attendance (or remote participation) at ARIN Public Policy & Member Meetings

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## Proposal (cont.)

- ARIN would promote the program online, in ARIN on Road and ARIN in the Caribbean events, in social media, and at ARIN Public Policy and Member Meetings
- Actual participation would not be publicly acknowledged; i.e. one can participate as a protégé without public attention or implied pressure to run in a future election
- Leadership Advisors would be responsible for clean handoff of their protégés, and Board or AC Chair would backup that responsibility otherwise
- Terminology: Advisor and Protégé rather than Mentor/Fellow to avoid confusion with existing programs

**Discussion?**