



# 2015 Nominating Committee Member 360 Peer Reviews

# 2015 Nominating Committee Members

CBUC – Zahid Jamil

CBUC – Sarah Deutsch

IPC – Ellen Shankman

ISPCP – Alain Bidron

NCUC – Brenden Kuerbis

RrSG – John Berryhill

ccNSO – Juhani Juselius

IAB for IETF – John Levine

ALAC AF - Fatimata Seye Sylla

ALAC AP - Satish Babu

ALAC EU - Yrjo Lansipuro

ALAC LAC - Sylvia Herlein Leite

ALAC NA - Louis Houle

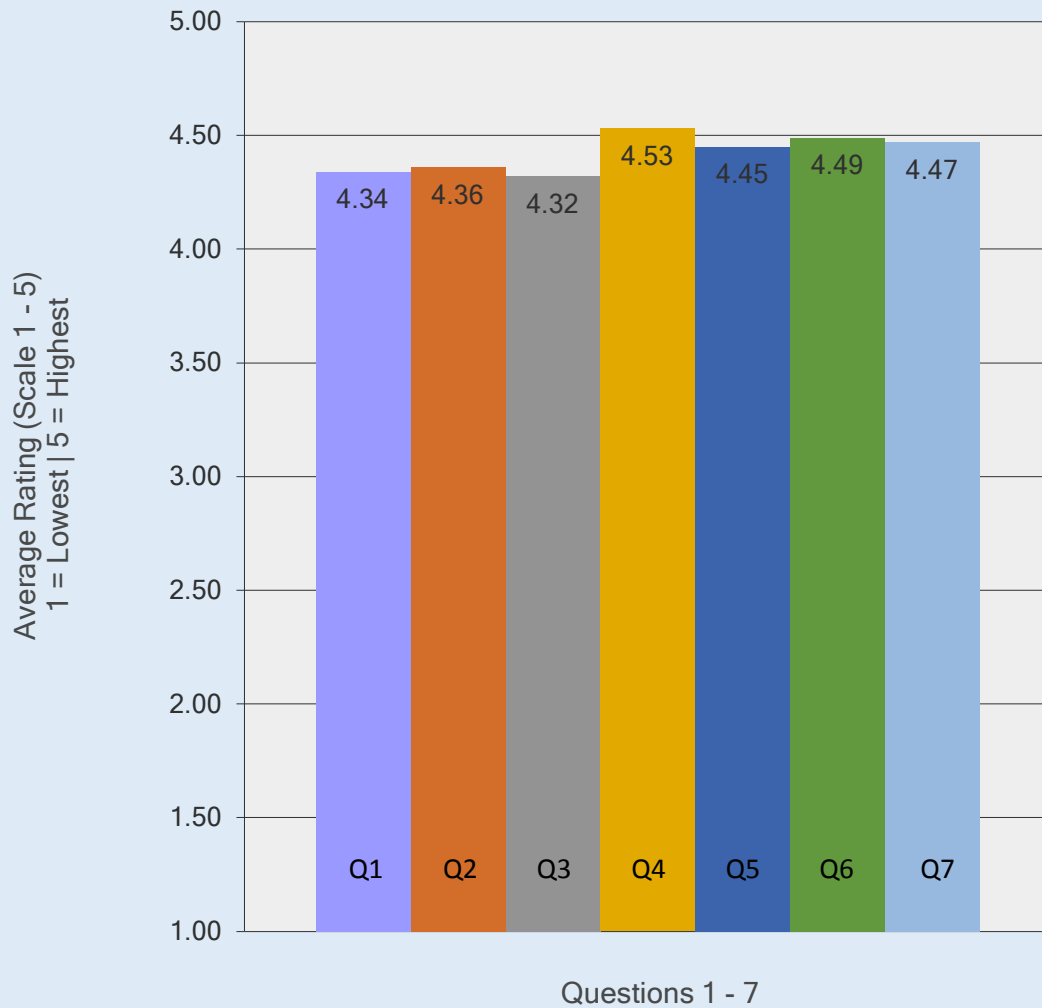
ASO AC – Han Petter Holen

SSAC - Robert Guerra

RSSAC - Bill Manning

## 2015 NomCom Member 360 Reviews - Committee\* Aggregate Results

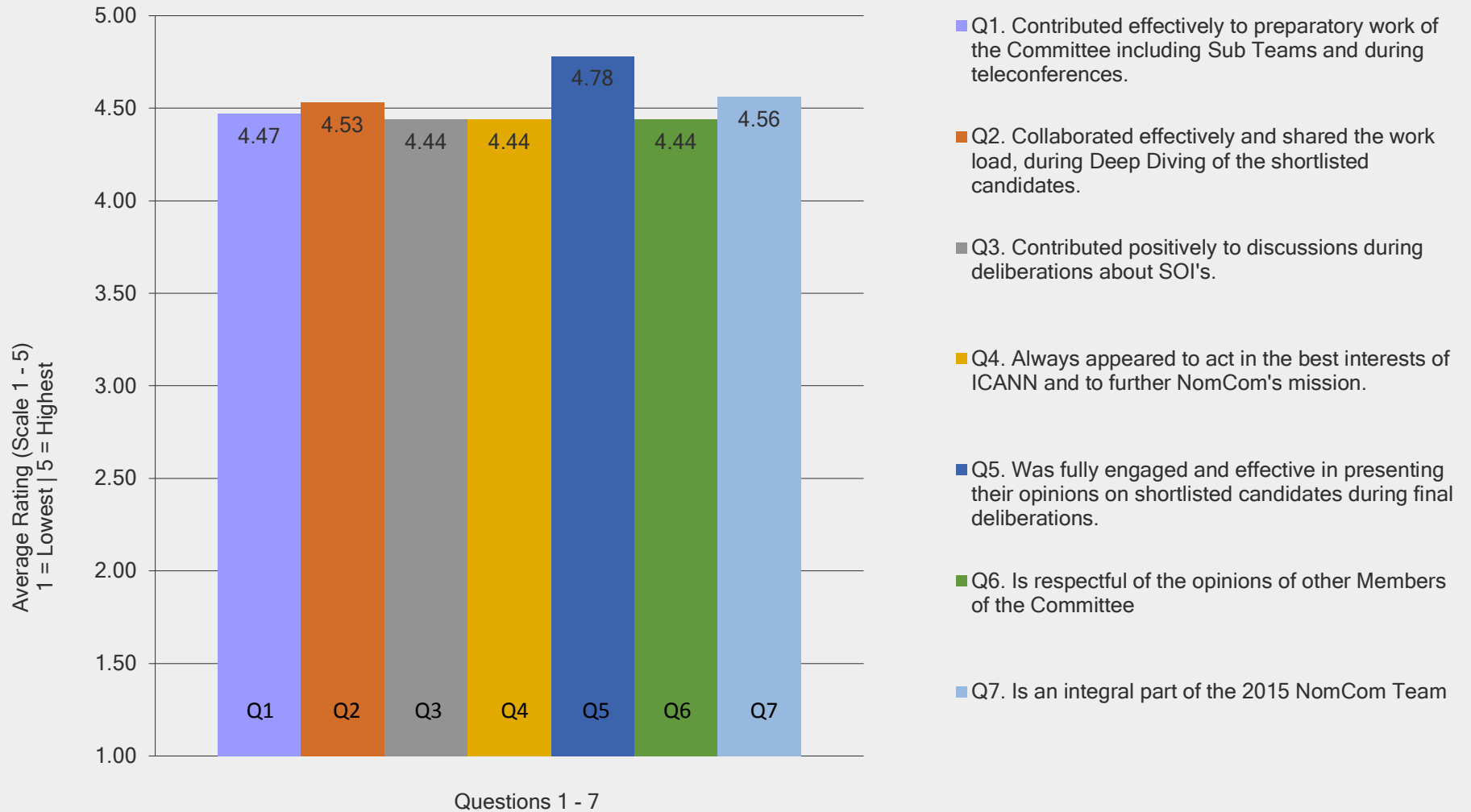
Overall Rating: 4.42



- Q1. Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.
- Q2. Collaborated effectively and shared the work load, during Deep Diving of the shortlisted candidates.
- Q3. Contributed positively to discussions during deliberations about SOI's.
- Q4. Always appeared to act in the best interests of ICANN and to further NomCom's mission.
- Q5. Was fully engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.
- Q6. Is respectful of the opinions of other Members of the Committee
- Q7. Is an integral part of the 2015 NomCom Team

\*NomCom Chair, Chair Elect and Associate Chair not included

## 2015 NomCom Member - Zahid Jamil 360 Review Overall Rating: 4.52



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

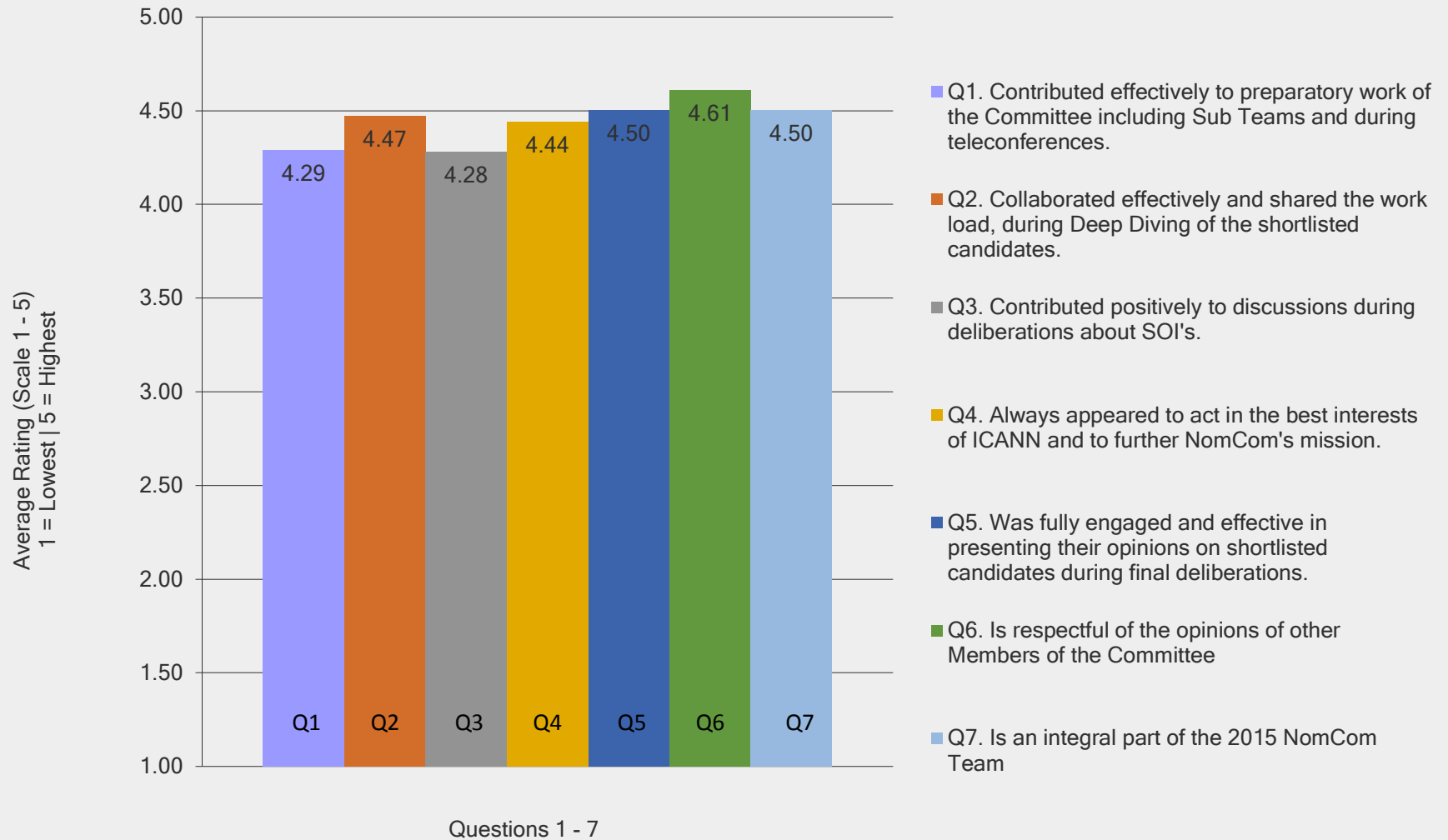
**Responses (10):**

1	rigorous, analytic, playful, respectful, friendly
2	honest, strong-opinions, respectful, playful, tardy
3	bright, articulate, respectful, thoughtful, caring
4	Caring, task oriented, engaging, friendly, efficient
5	Open, engaged, respectful, listener, frank
6	Creative, Impatient, Fair, Energetic
7	Organized, Inquisitive, Analytical, Well Spoken, Dynamic
8	strategic, engaged, friendly, collaborative, dedicated
9	Friendly, positive, engaged, serious,
10	Smart, professional, detail-oriented, hardworking, collegial

**Q9. Comments:**

1	As a new NomComer, he's been a very good addition in 2015
2	Zahid's contributions to the NomCom, both in substance and in framing questions and being actively engaged was refreshing and admirable. He was an excellent, strategic and substantive addition to the NomCom.
3	Mr. Jamil brought an open mind, and a considerably active mind, to the NomCom. His opinions are always well-formed and buttressed by facts.
4	Zahid's substantive contributions to the Nominating Committee and its deliberations were invaluable. His business background, combined with legal knowledge and experience was useful to the NomCom.

## 2015 NomCom Member - Sarah Deutsch 360 Review Overall Rating: 4.44



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (9):**

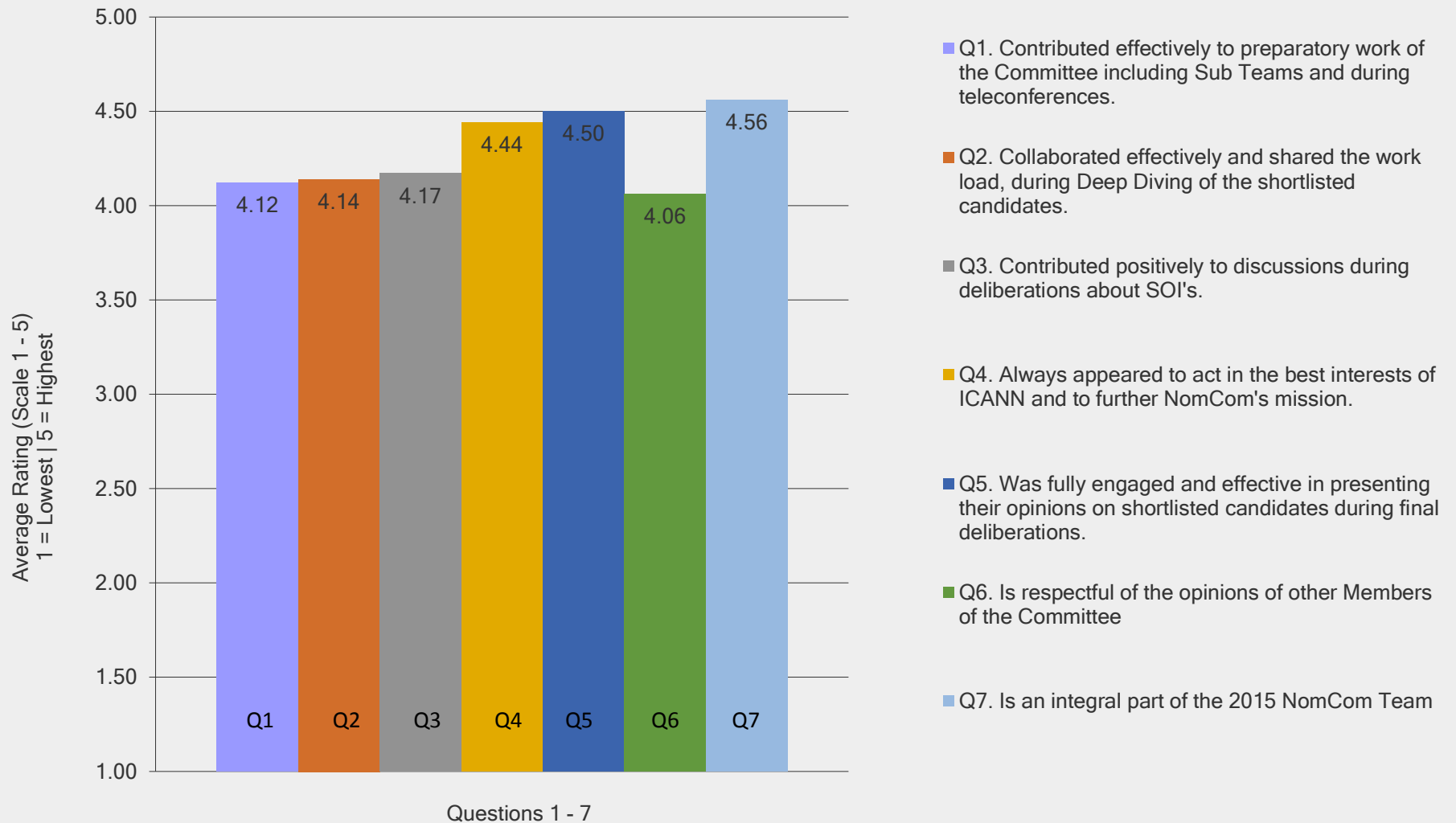
1	Analytic, thoughtful, open minded, rigorous, friendly
2	honest, strong-opinions, respectful, playful, tardy
3	Bright, feisty, insightful, humorous, excellent interview questioner
4	Caring, dedicated, task oriented, effective, observant
5	Open, convincing, respectful, listener
6	Balanced, Thorough, Serious, Mature, Thoughtful
7	Introverted, Unassuming, Straightforward, Aloof, Observant,
8	analytical, strategic, professional, dedicated, engaged
9	Engaged, serious,

**Q9. Comments:**

1	She can detect some relevant details on a candidate that helps the Committee
2	Sarah can quickly get to the point of the matter and asked excellent interview questions.
3	Ms. Deutsch is an astute observer of persons and personalities. Her views are succinctly stated, clearly based on more thoughtfulness than she conveys, and would benefit from more effort toward persuading others.

## 2015 NomCom Member - Ellen Shankman 360 Review

Overall Rating: 4.28





**Q8. Please list five (5) words that best describe the character of this NomCom member.**

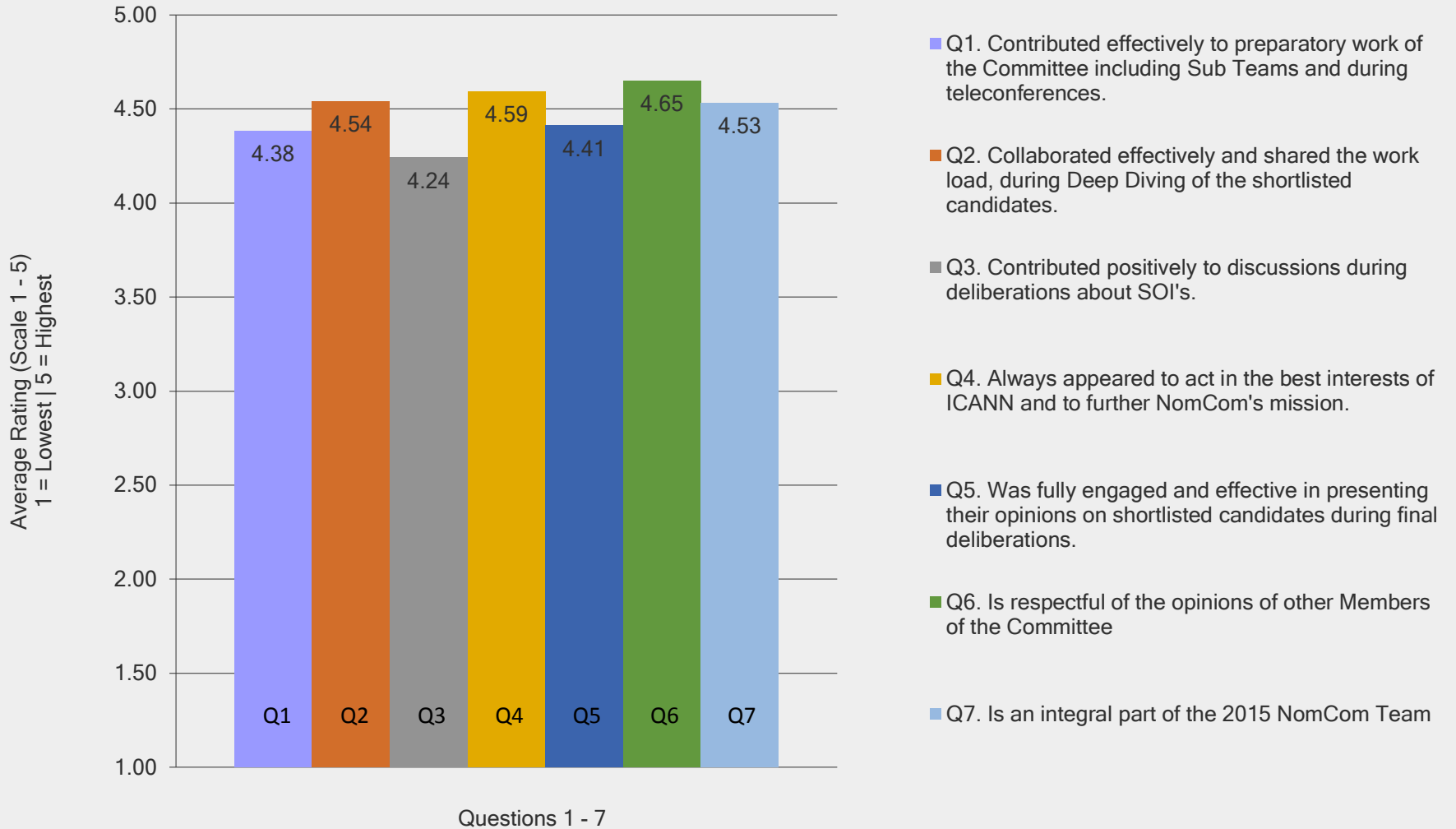
**Responses (9):**

1	cerebral (intellectual), surprising, effective, analytic
2	polite, deep-thinker, independent, strong-opinions, engaged
3	Intellectually curious, Congenial, Active, Insightful, Integrity
4	Focused, role oriented, engaging, effective, thoughtful
5	Open, Engaged, Respectful, Serious
6	Clear, Strident, Forceful, Methodical, Fair
7	professional, strategic, dedicated, passionate, focused
8	Engaged, serious
9	smart, funny, questioning, collaborative, inquisitive

**Q9. Comments:**

1	Good communicator
2	Ellen uses a passive-aggressive style.
3	I'd respectfully state that Ellen's personal constraints during the face to face meeting at BA was somewhat disruptive, in my personal opinion.
4	Was a pleasure to work with ellen.
5	Ellen asked all the right questions, and made sure the committee was aware of many different sides of an issue before coming to a decision. She kept the atmosphere light and collegial.

## 2015 NomCom Member - Alain Bidron 360 Review Overall Rating: 4.48



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (10):**

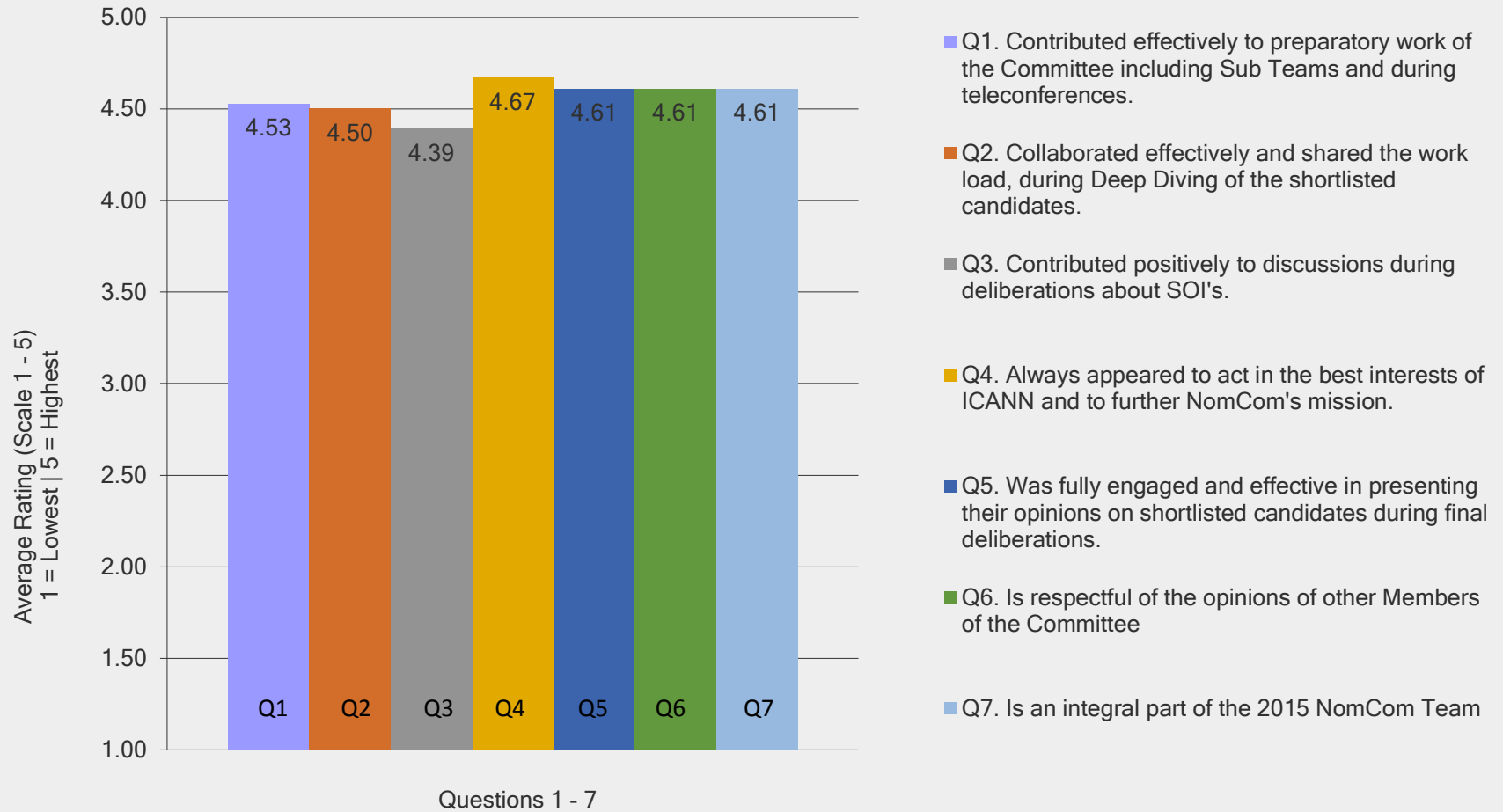
1	effective, rigorous, analytic, friendly, insightful
2	quiet, thoughtful, diligent, concise, controlled
3	Responsible, Engaged, Concerned, Helpful, Good Listener
4	Thoughtful, effective, outcome oriented, friendly, efficient
5	Calm, Thinker, Serious, Respectful
6	Balanced, Prudent, Thoughtful
7	Serious, Persuasive, Intelligent, Organized, Effective
8	professional, dedicated, collaborative, friendly, analytical
9	pleasant, collegial, knowledgeable, experienced, technical
10	Active, highlights different views of the candidates, friendly, interactive with all members.

**Q9. Comments:**

1	Excellent deep dive work
2	Alain was an active and responsible member of the Team.
3	Mr. Bidron does not waste words, and the ones which issue from him are worth hearing.
4	Alain was a fantastic contributor this year's NomCom

## 2015 NomCom Member - Brenden Kuerbis 360 Review

Overall Rating: 4.56



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

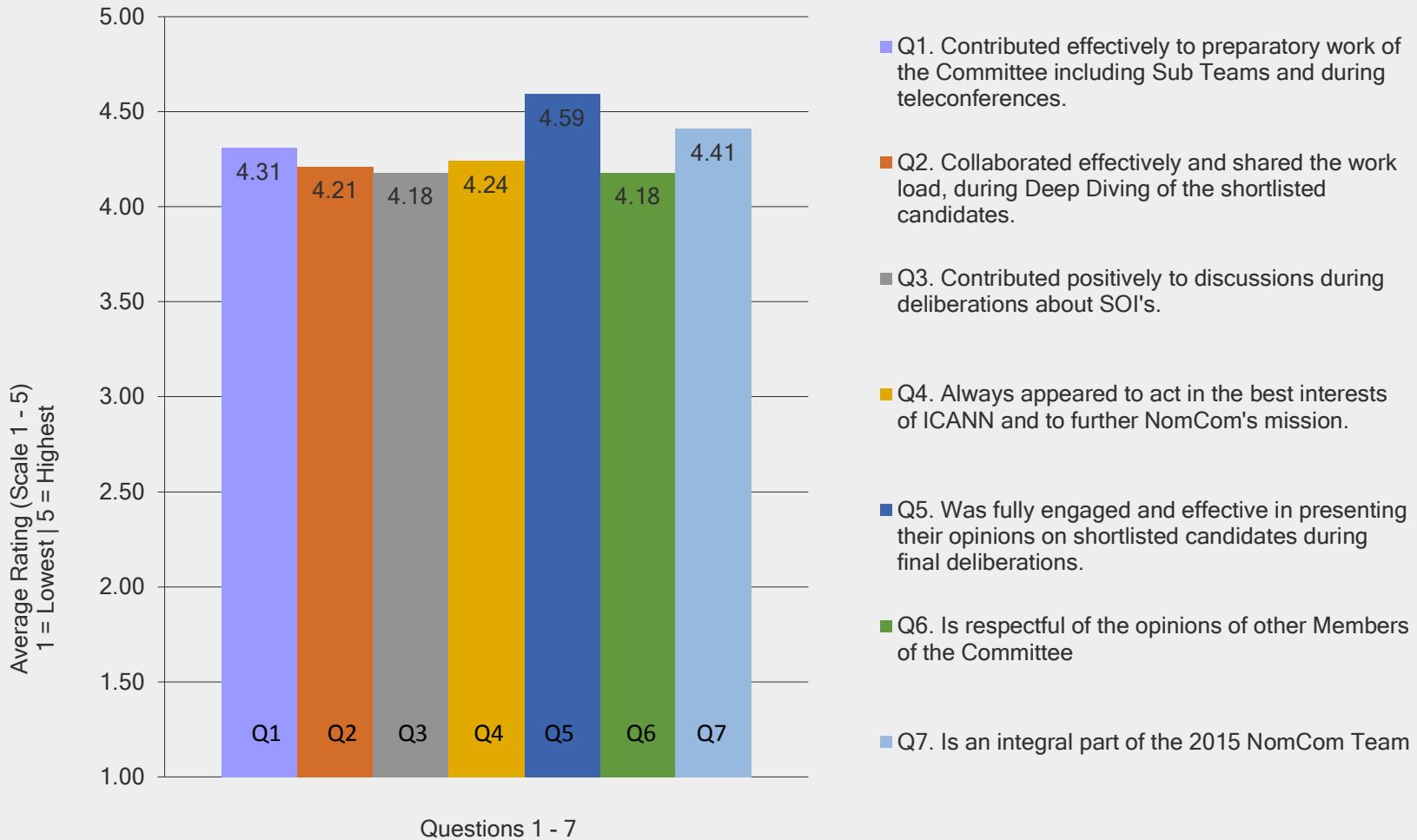
**Responses (11):**

1	effective, rigorous, constructive, friendly, insightful
2	academic, intelligent, deliberative, high-integrity, engaged
3	Diligent, Considerate, Intelligent, Concerned, Responsible
4	Thoughtful, analytical, engaging, effective, personable
5	Open, Engaged, Serious, Respectful, Kind
6	Well-informed, balanced, fair, crisp, clear
7	Knowledgeable, Amiable, Patient, Open, Optimistic
8	academic, professional, collaborative, strategic, engaged
9	Friendly, serious, engaged
10	Hard working, committed, advocate, knowledgeable, low key
11	Hard worker, active, friendly, interactive with all members.

**Q9. Comments:**

1	Very easy to work with and constructive, as I experienced during Deep Diving.
2	I appreciated the candor when Brendan knew something and when he didn't and sensed that he was open to learning more.
3	Brenden advocated effectively inside the NomCom but was respectful of others' opinions.

## 2015 NomCom Member - John Berryhill 360 Review Overall Rating: 4.30



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

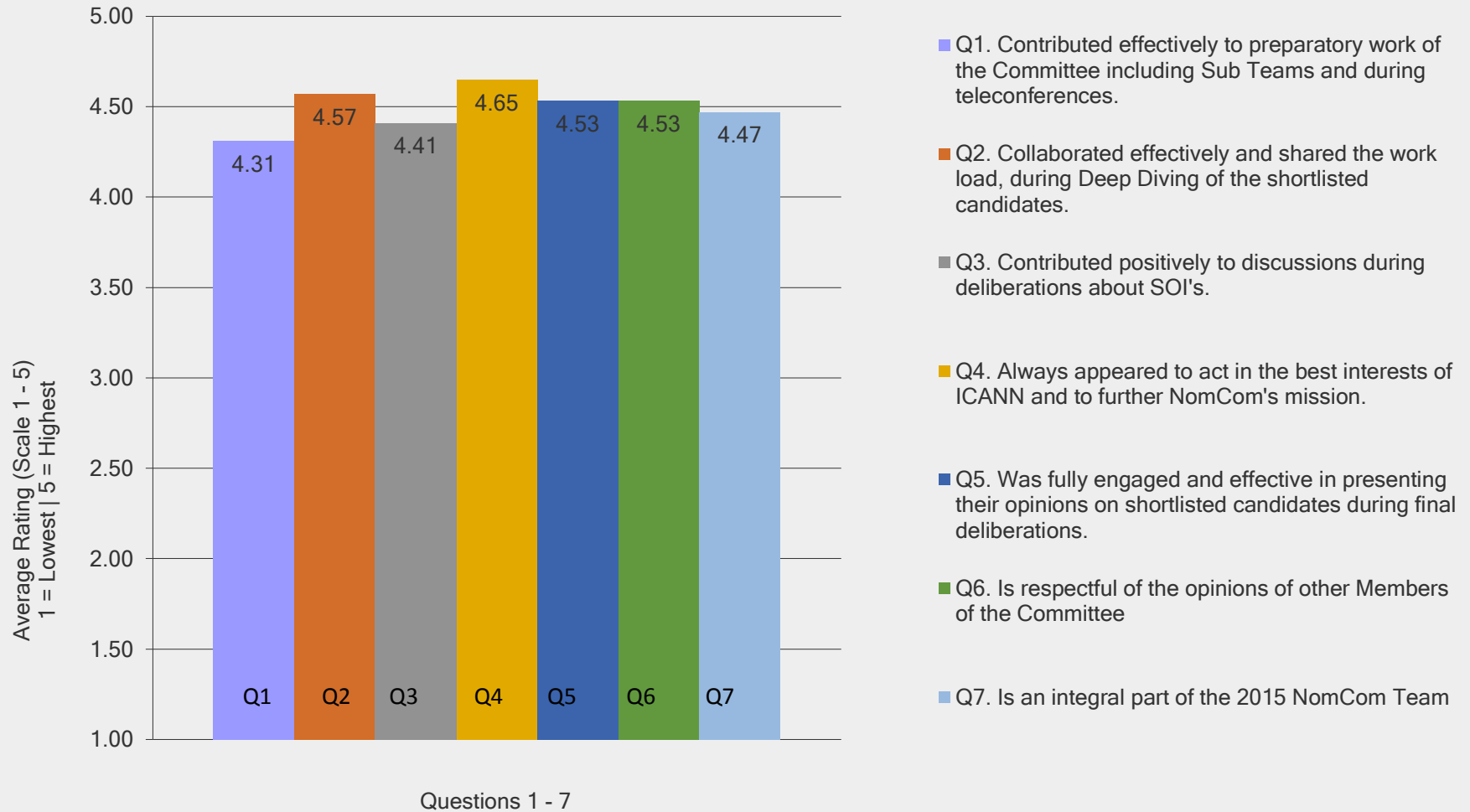
**Responses (9):**

1	Original, mindful, playful, intelligent, insightful
2	smart, humorous, deliberative, insightful, long-winded
3	Funny, Biting, Opinionated, Strategic, Calculating
4	Interactive, effective, outcome oriented, engaging, good humored
5	Thinker, open, engaged, respectful
6	Creative, Fair, Laid-back, Mature
7	funny, strategic, dedicated, professional, analytical
8	Engaged, strategic, serious
9	smart, funny, questioning, skeptical, sarcastic

**Q9. Comments:**

1	Great in pin-pointing issues
2	What a sense of humor.
3	Has been a very valuable contributor over the past two cycles.
4	John is vocal with an agenda. He is often insightful and at times contrary, for what appears to be it's own sake. Category prejudices got in the way of being more fully effective -- except to the extent that it did meet his agenda.
5	John contributed effectively to the Nominating Committee.

## 2015 NomCom Member - Juhani Juselius 360 Review Overall Rating: 4.60





**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (11):**

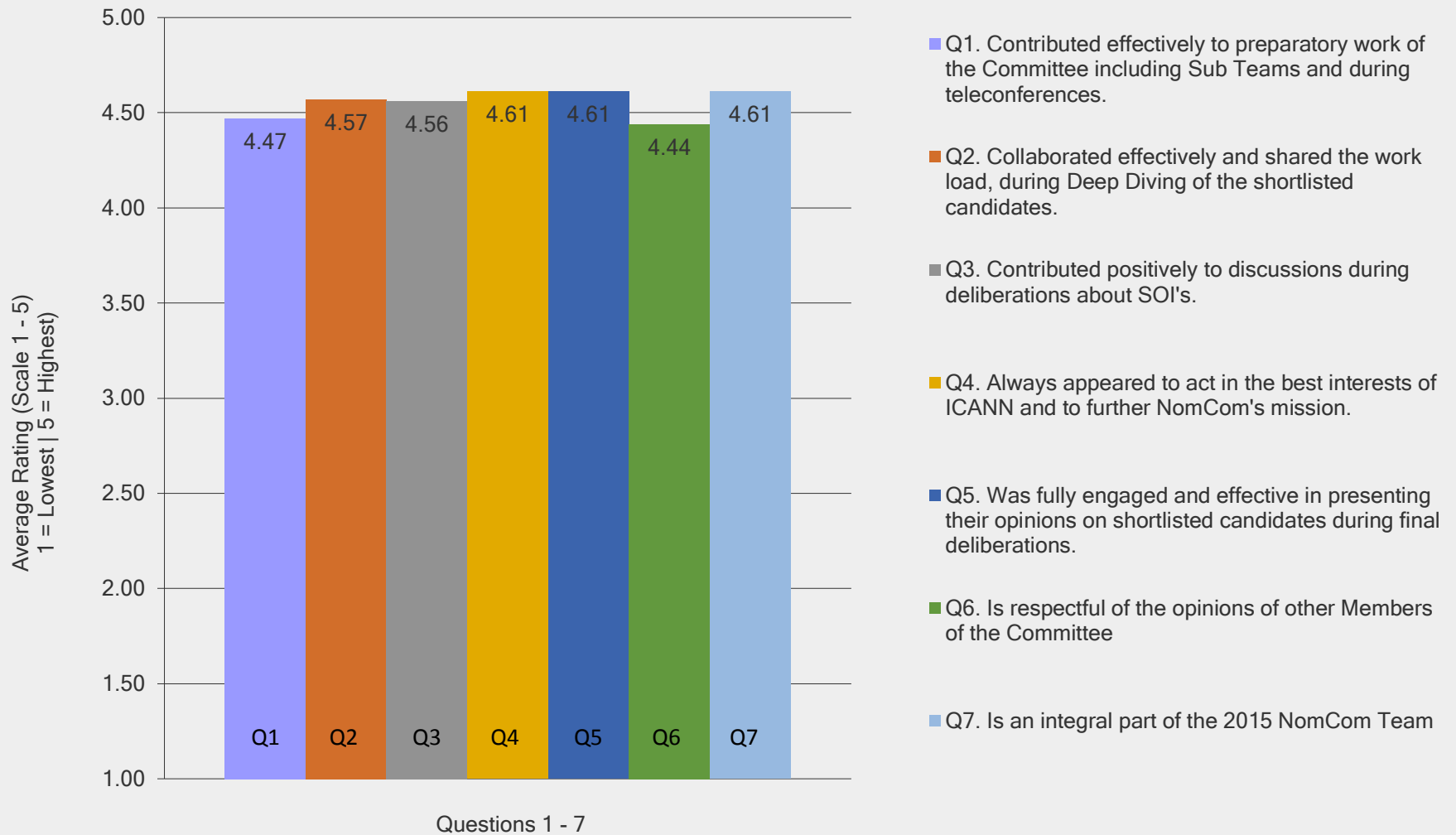
1	effective, rigorous, reserved, friendly, insightful
2	quiet, concise, clear, diligent, engaged
3	Quiet, introverted, opinionated, listener, technical
4	Thoughtful, considerate, task focused, collaborative, effective
5	Respectful, serious, open, engaged, efficient
6	Out-of-the-box, creative, open, fair
7	Deliberate, Reflective, Analytical, Inquisitive, Concise
8	quiet, pensive, analytical, professional, technical,
9	Serious, engaged
10	quiet, thoughtful, technical, committed, hard working
11	Hard worker, active, highlights different views of the candidates, friendly.

**Q9. Comments:**

1	Brings a fresh perspective through his comments
2	Has been a very valuable contributor over the past two cycles.
3	Often sat back listening, and then with strong critiques about the candidates answers to questions asked by others. Wondered if would be more vocal if others had not asked questions -- to the point that I was curious if there would be silence during the interviews if the more vocal members had not spoken up.
4	Juhani is an experienced member of the NomCom and in his low key way was an excellent contributor to our committee

## 2015 NomCom Member - John Levine 360 Review

Overall Rating: 4.55



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

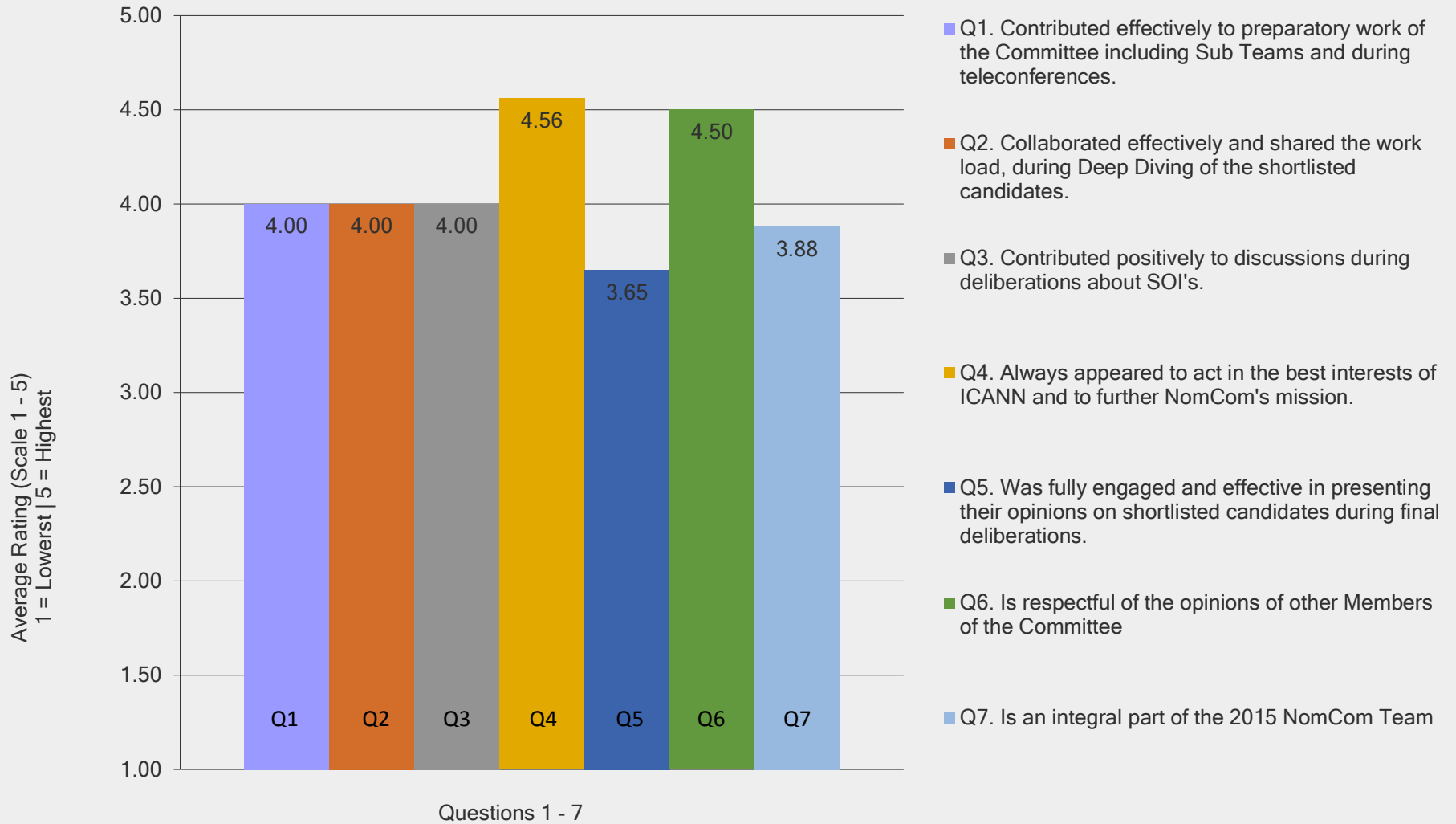
**Responses (9):**

1	effective, rigorous, savvy, friendly, insightful
2	engineer, analytical, intelligent, engaged, concise
3	Bright, Insightful, Appropriate irony, Practical, Intellectually curious
4	Focused, task oriented, efficient, effective, thoughtful
5	Open, Engaged, Straightforward, Serious, Focused
6	Passionate, Focused, Driven, Diligent, Responsible
7	dedicated, collaborative, technical, professional, friendly
8	Serious, engaged
9	Technical, detail oriented, hardworking, funny, ethical

**Q9. Comments:**

1	Brings a deep knowledge on some of the technical challenges that need to be addressed by ICANN.
2	Excellent member of the NomCom team in providing perspective and scope beyond his 'constituency' hat.
3	Mr. Levine is confident of his views and speaks frankly. While some might find his manner off-putting, it is also refreshing for someone to get directly to the point, at which Mr. Levine excels.
4	John asked all the right questions. He showed the highest integrity and good judgment in assessing candidates. He was a pleasure to work with.

## 2015 NomCom Member - Fatimata Seye Sylla Overall Rating: 4.08



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

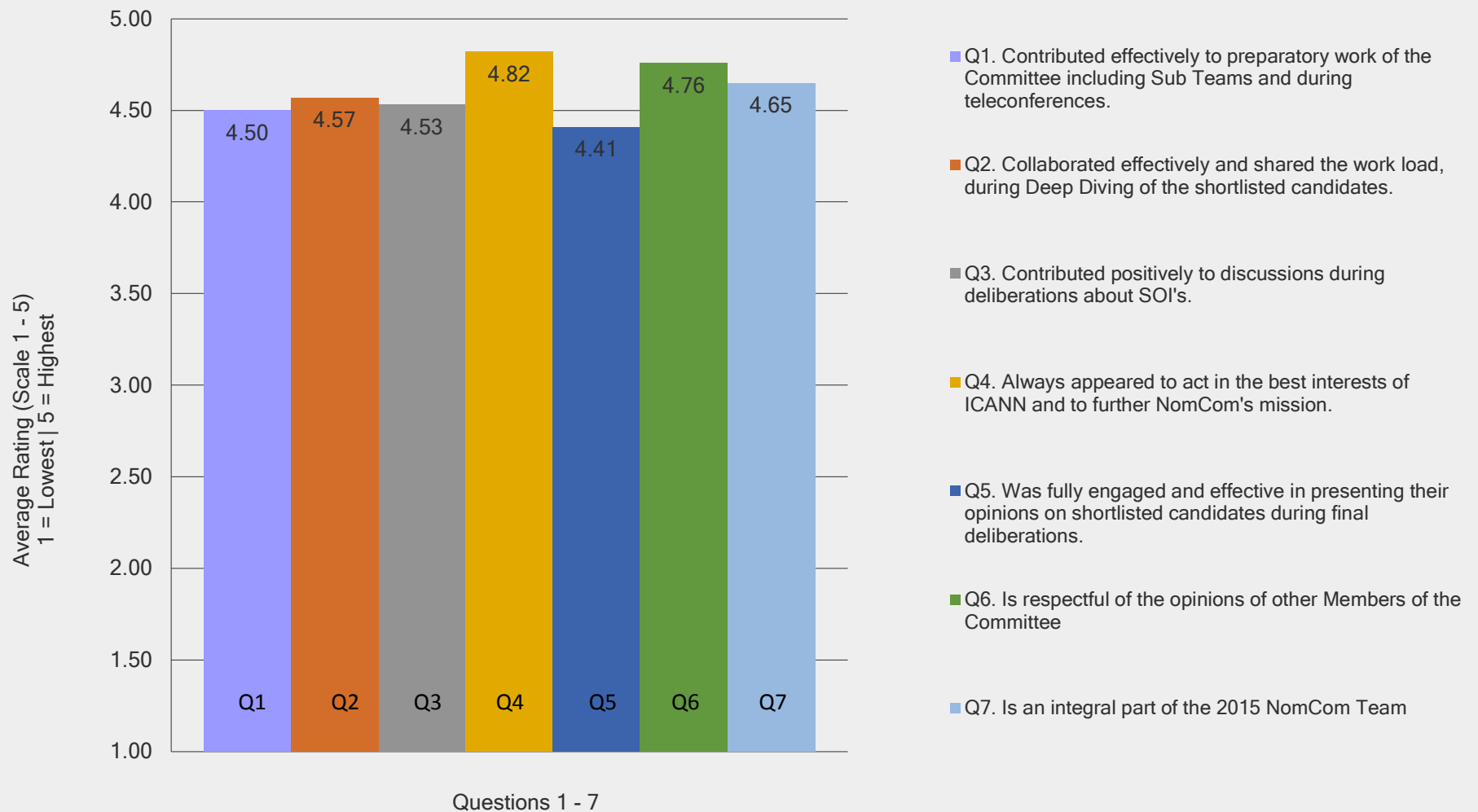
**Responses (8):**

1	rigorous, competent, sensitive, friendly and knowledgeable
2	Dedicated, Quiet, Thoughtful, Polite, Perseverance
3	Dedicated, friendly, personable, trusted and caring.
4	open, engaged, respectful, convincing, serious
5	Fair, Balanced, Committed, Persistent, Capable
6	African, engaged, collaborative, persistent, dedicated
7	Serious, friendly, diverse, respectful, engaged
8	Thoughtful, kind, passionate, committed, team player

**Q9. Comments:**

1	Challenged by presence and connectivity limitation
2	Thorough awareness of the African continent
3	Unfortunately, she was not able to participate in the NomCom work in person in Buenos Aires. Technical conditions for her remote participation (as well as for her participation in teleconferences) were not good.
4	When visa issues are encountered by members, ICANN needs to accommodate accordingly. E.g., setting up reliable and robust remote participation. Any lower scores regarding this member's collaboration during deliberations reflect ICANN's poor preparation in that regard.
5	Due to visa issues, Fatimata was unable to participate in-person in the final selection meetings. The dial-out line dropped time and again, so it was very difficult for her to participate in a meaningful way.
6	Given the numerous technical difficulties, was impressed by the dedication in not giving up in trying to contribute positively to the group.
7	It is difficult to evaluate Ms. Seye Sylla's performance on the NomComm because her ability to communicate and/or to be present was often hampered by technical and travel issues. I always wanted to know and to hear her views, and it was absolutely frustrating that more was not done to ensure her attendance and participation would be effective.
8	Despite best attempts, it was at times frustrating to keep her connected virtually. She could have provided far more insightful and engaging comments if connect was more stable and/or she was able to attend in person.
9	Even though Fatimata could not join us in person, she participated remotely in a very robust fashion. Her insight and research on the candidates was invaluable in filling some of the key positions.

## 2015 NomCom Member - Satish Babu 360 Review Overall Rating: 4.61



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (10):**

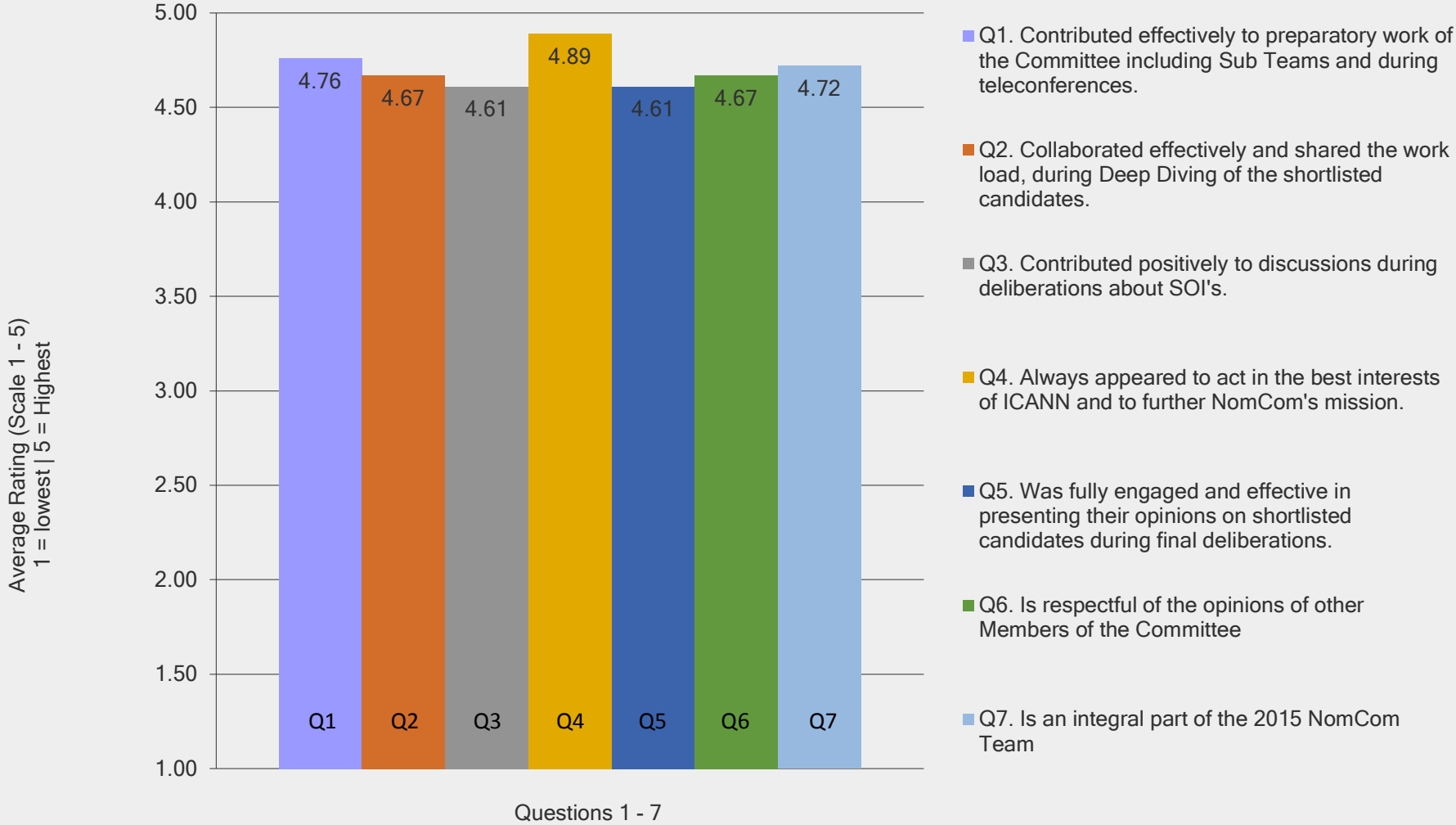
1	original, effective, mindful, persistent knowledgeable
2	Thoughtful, engaged, good collaborator, brings considered perspectives.
3	Quiet, Deliberate, Thoughtful, Engaged, Dedicated
4	Clear, capable, thoughtful, effective, dedicated
5	Open, engaged, respectful, efficient
6	Soft-Spoken, Quiet, Incisive, Formal, Respectful
7	dedicated, respectful, collaborative, engaging, respectful
8	Serious, thoughtful, friendly engaged, respectful
9	low key, collegial, team player, quiet, thoughtful
10	hard worker, active, highlights different views of the candidates, friendly, interactive with all members

**Q9. Comments:**

1	Deep knowledge of some key challenges that ICANN is facing.
2	Has been a very valuable contributor over the past two cycles.
3	Satish listened well and participated actively in interviewing the candidates.
4	Satish quietly contributed to the team and was fully engaged

## 2015 NomCom Member - Yrjo Lansipuro 360 Review

Overall Rating: 4.70





**Q8. Please list five (5) words that best describe the character of this NomCom member.**

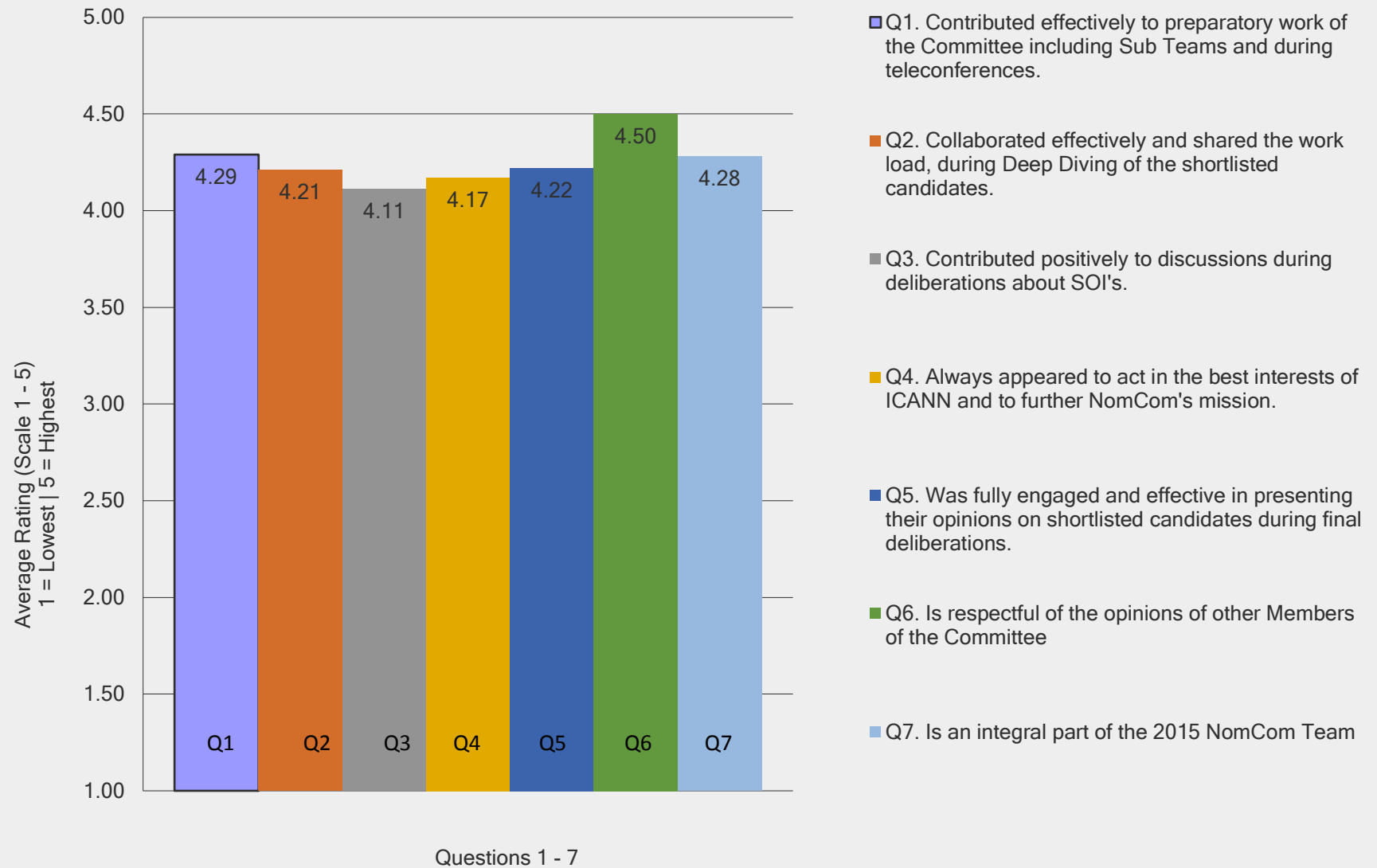
**Responses (11):**

1	good communicator, knowledgeable, mindful, open and friendly
2	deliberative, respectful, diplomat, considerate, flexible
3	Conservative, Bright, Thoughtful, Committed, Knowledgeable
4	Trusted, wise, effective, efficient, capable
5	Leader, open, constructive, engaged, respectful
6	Fair, Experienced, Balanced, Serious, Senior
7	Discerning, Wise, Concise, Reserved, Considerate
8	quiet, respectful, diplomatic, strategic, knowledgeable
9	Friendly serious, engaged, thoughtful, respectful
10	Thoughtful, smart, low-key, committed, knowledgeable
11	active, quiet, hard worker, friendly,

**Q9. Comments:**

1	He's a quiet leader.
2	Once he warmed up, the quality of the contributions and thoughtfulness was much appreciated.
3	Yrjo has so much experience in leading and working on past NomComs, which was very useful this past year. He worked hard and added valuable data to the prep work and the decision making.

## 2015 NomCom Member - Sylvia Herlein Leite 360 Review Overall Rating: 4.25



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (8):**

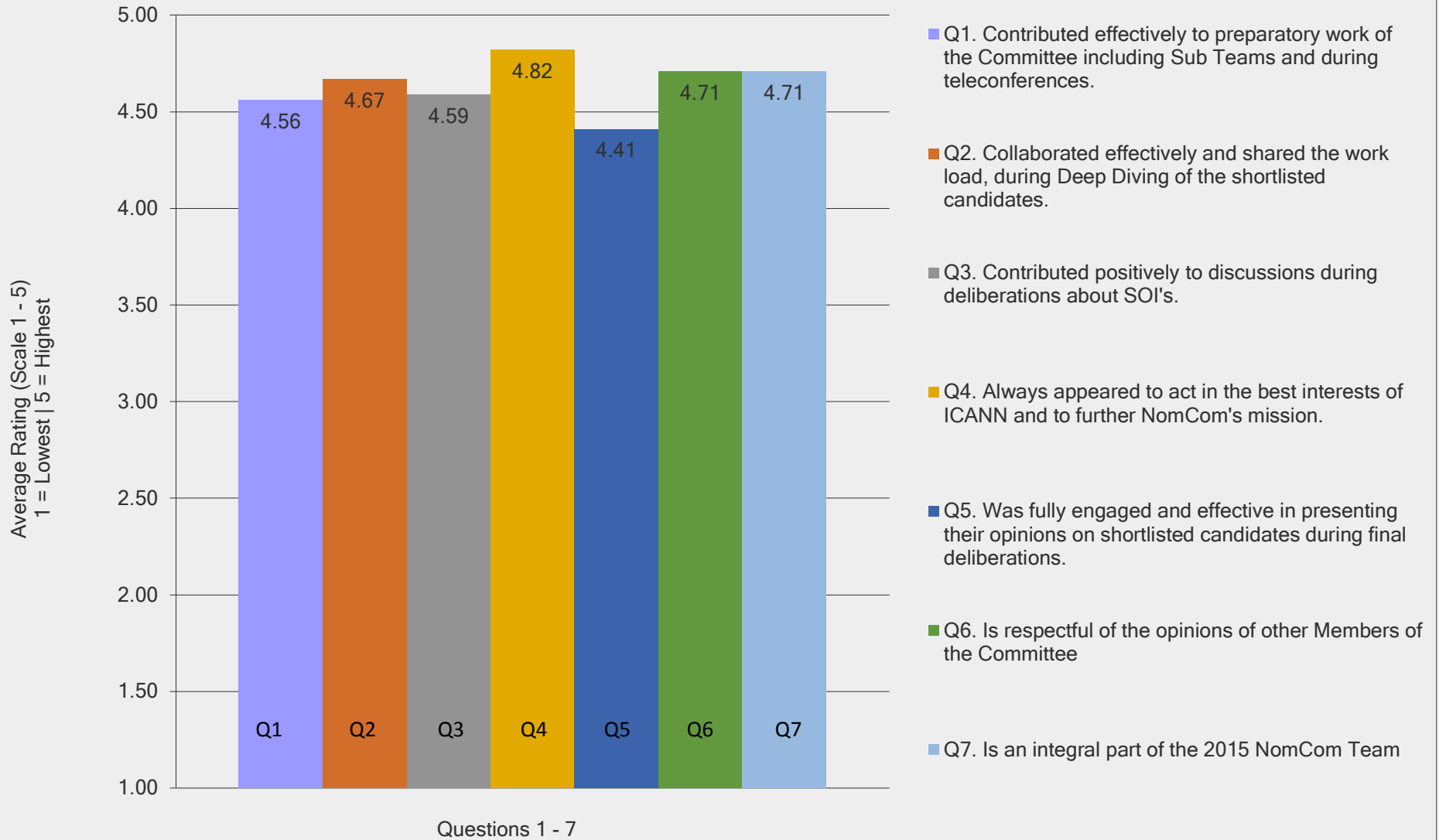
1	open minded, friendly, analytic, serious, pleasant
2	brings Latin perspective, gracious, thoughtful, measured, kind
3	Quiet, Thoughtful, Introvert, Engaged, Polite
4	Dedicated, socially responsible, regionally focused, task oriented, reliable
5	Open, engaged, cautious, respectful
6	passionate, energetic, dedicated, collaborative, friendly
7	Friendly, respectful, engaged, positive, serious
8	knowledgeable about Latin American candidates, strong advocate, respectful, quiet, collegial

**Q9. Comments:**

1	Language challenge?
2	She's very easy to work with. Keen to learn and share her views.
3	I would be curious to learn whether if language were not an issue, if the contributions to the discussions would have been more vocal. Temperament or language? The insights shared re:Latin American styles of speaking by the candidates was particularly helpful.
4	Sylvia was a valuable member of the NomCom and her experiences on regional issues was extremely helpful; her comments were also constructive and respectful. She advocated her views effectively and help the quality of the discussions.

## 2015 NomCom Member - Louis Houle 360 Review

Overall Rating: 4.64



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (10):**

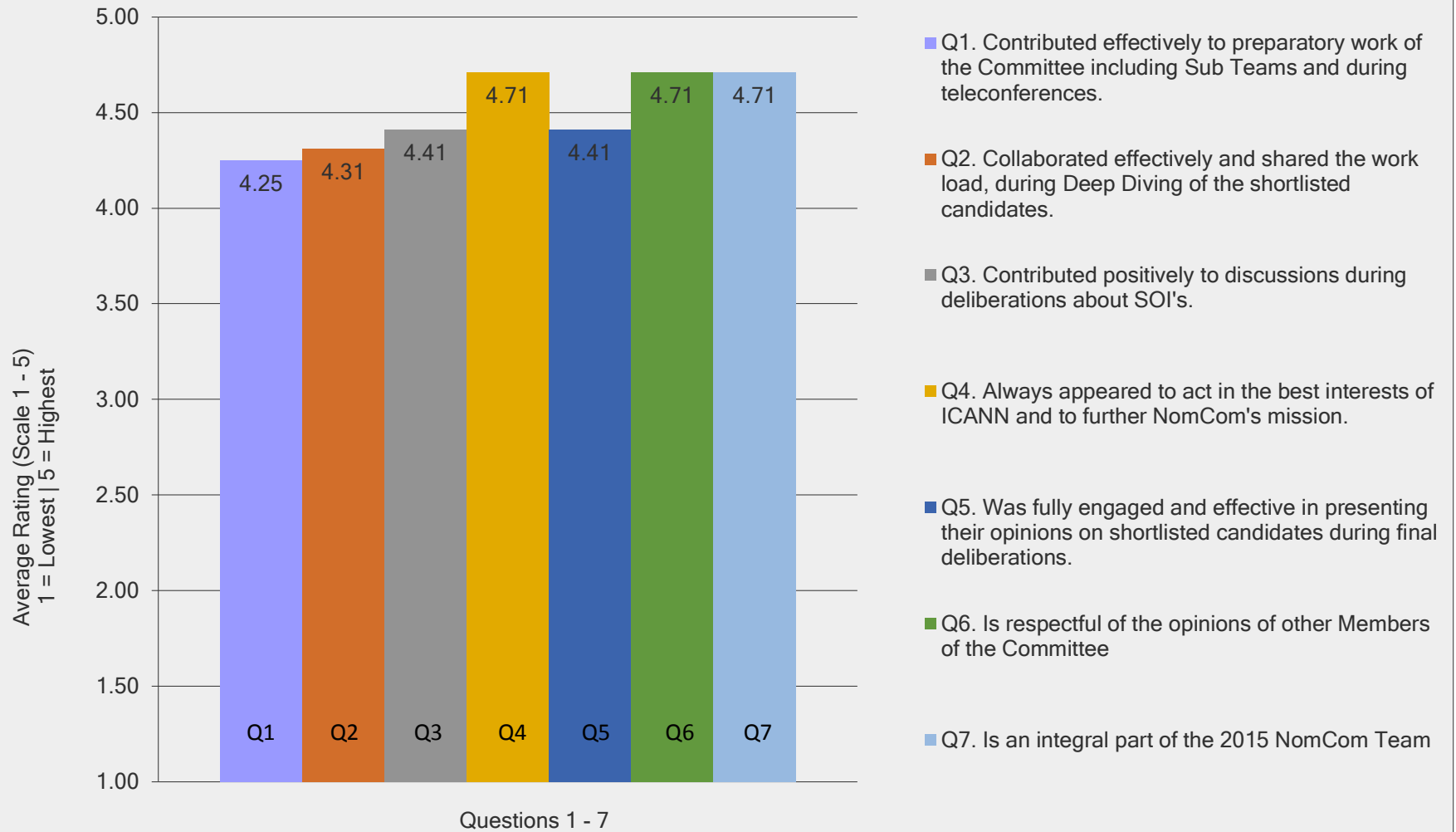
1	committed, honorable, engaged, competent, kind
2	Committed, Hardworking, Engaged, Listens well, Team player
3	Articulate, focused, concerned, task oriented, flexible
4	Respectful, Engaged, collaborative
5	Fair, Mature, Balanced, Serious, Consistent
6	Quiet, Effective, Charming, Diligent, Friendly
7	respectful, insightful, multilingual, dedicated, friendly
8	friendly, serious, engaged, positive, respectful
9	Collegial, considerate, focused, balanced and thoughtful
10	pro-active, friendly, highlights different views of the candidates, friendly, interactive with all members

**Q9. Comments:**

1	He liked his 5 words. Would encourage additional creative questioning.
2	Mr. Houle is a hard worker and was extremely effective in following up with references and conducting interviews during the deep diving phase.
3	Louis is an experienced NomCom member who added value to the team. He was collegial and a pleasure to work with.

## 2015 NomCom Member - Hans Petter Holen 360 Review

Overall Rating: 4.50



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (10):**

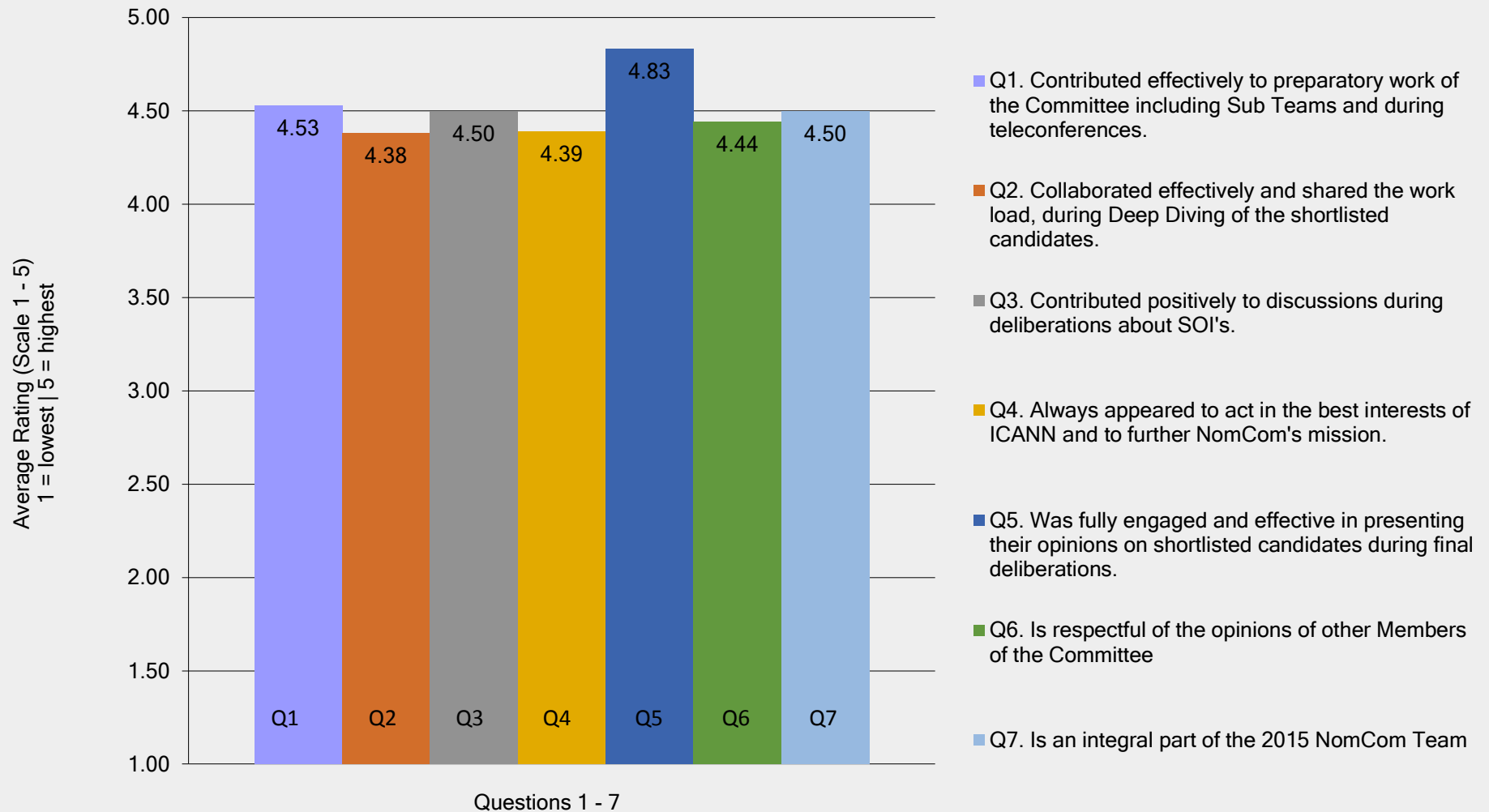
1	Friendly, analytic, insightful, keen, playful
2	integrity, thoughtful, respectful, smart, team-player
3	Quiet, Thoughtful, Insightful, Respectful, Introvert
4	Contributory, thoughtful, engaging, outcome oriented, effective
5	Open, Engaged, Straightforward, Serious, Respectful
6	Friendly, Witty, Careful, Clever, Analytical
7	technical, professional, diplomatic, strategic, engaged
8	Engaged, serious
9	smart, technical, calm, assured, committed
10	Active, highlights different views of the candidates, friendly, interactive with all members.

**Q9. Comments:**

1	He brought some strong points and new lights on some of the evaluated candidates
2	As Hans Petter warmed up, his contributions to the group became more effective and persuasive.
3	Mr. Petter Holen is a critical thinker who is able to express disagreement in a non-confrontational and persuasive manner.
4	Hans Petter is highly experienced, data driven and was an excellent contributor to this year's NomCom

## 2015 NomCom Member - Robert Guerra 360 Review

Overall Rating: 4.51





**Q8. Please list five (5) words that best describe the character of this NomCom member.**

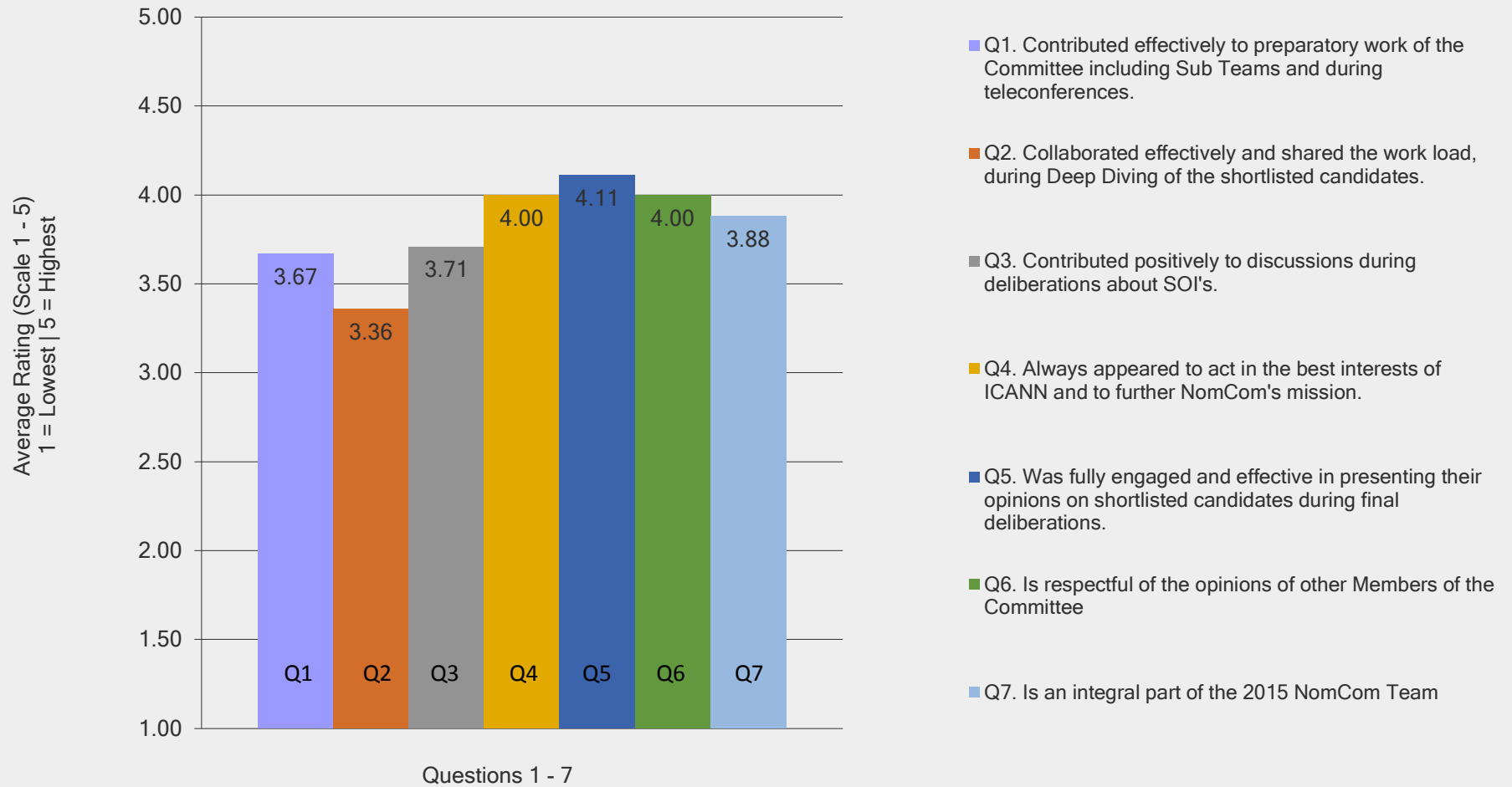
**Responses (12):**

1	persistent, rigorous, diplomatic, friendly, insightful
2	thoughtful, respectful, gracious, committed, team-player
3	Energetic, Opinionated, Personable, Controlling, Driven
4	Intense, caring, focused, social, earnest
5	open, Partial, engaged, leader
6	Proactive, Consistent, Clear, Rational, Balanced
7	engaged, outgoing,
8	Knowledgeable, Humble, Intelligent, Diligent, Engaged
9	passionate, diplomatic, strategic, friendly, respectful
10	Engaged, honest, dynamic, friendly, organized
11	Thoughtful, thorough, hard-working, an advocate and data driven
12	pro-active, friendly, good listener

**Q9. Comments:**

1	Very useful analysis of the strength and skills of the candidates. He's a leader.
2	Has been a very valuable contributor over the past two cycles.
3	A very active member who brought energy and a strong agenda to the committee. Given the position is a 'non-voting' one, felt that he was strongly trying to influence and manipulate the voting members in a way that sometimes may have exceeded reasonable boundaries. These strengths were helpful as a NomCom member - - and the same characteristics would be very counterproductive in a leadership position.
4	Mr. Guerra's participation in the NomComm was truly indispensable and outstanding. He does his homework on the candidates, always has something substantial to contribute, and has a virtually encyclopedic knowledge of ICANN's history, mission, and the performance of persons within the ICANN world. That he manages to do so with great tact and humility is, to me, amazing.

## 2015 NomCom Member - Billl Manning 360 Review Overall Rating: 3.82



**Q8. Please list five (5) words that best describe the character of this NomCom member.**

**Responses (9):**

1	knowledgeable, humorous, technical skills, curious and friendly
2	Quirky, Stubborn, Integrity, Thoughtful, Mixed Energy
3	Dedicated, role oriented, eclectic, spirited
4	Open, Frank, Engaged, Convincing
5	Offbeat, Strident, Counterintuitive, Creative, Forceful
6	Decline for reasons below
7	expert, professional, insightful, technical, wise
8	permanent, clever,
9	experienced, questioning, committed to ICANN's mission, technical, contrarian

**Q9. Comments:**

1	In depth knowledge of ICANN' role and mission
2	Can sometimes make useful contributions in deliberations, but the level of commitment to completing all necessary NomCom tasks is questionable.
3	Bill joined replaced Memet late in the process, so he was not a full member of the committee in respect of having done the work or having knowledge of the shortlisted candidates.
4	Bill's view of ICANN's more limited remit influenced the questions/agenda in the interviews. However, when given push-back he was open to hearing different viewpoints.
5	Mr. Manning came in late to the process to replace a non-performing member. It is not clear whether NomCom membership is properly "open" in such circumstances, in that there are no provisions in the relevant by-laws for "replacement" of a NomCom member.
6	Bill was helpful when he was engaged, often shared the contrarian view. He was a late comer to the process, and not always alert