

# Human Resource Panel



# Introductions



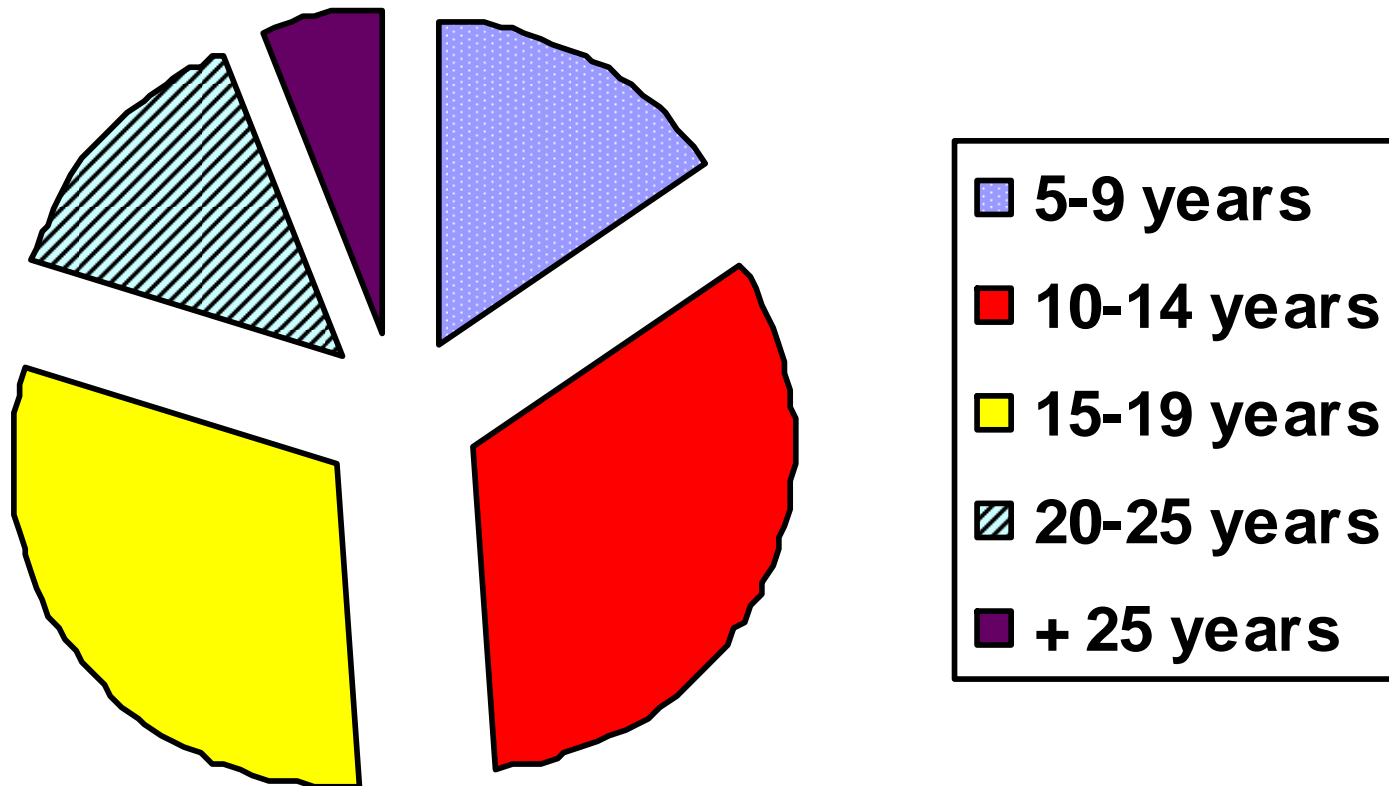
# Session Overview

- ◆ World Pool Update
- ◆ Our Nominations Timeline
- ◆ Details about Our Process
- ◆ Confidence in Our Process
- ◆ Voting
- ◆ Final remarks



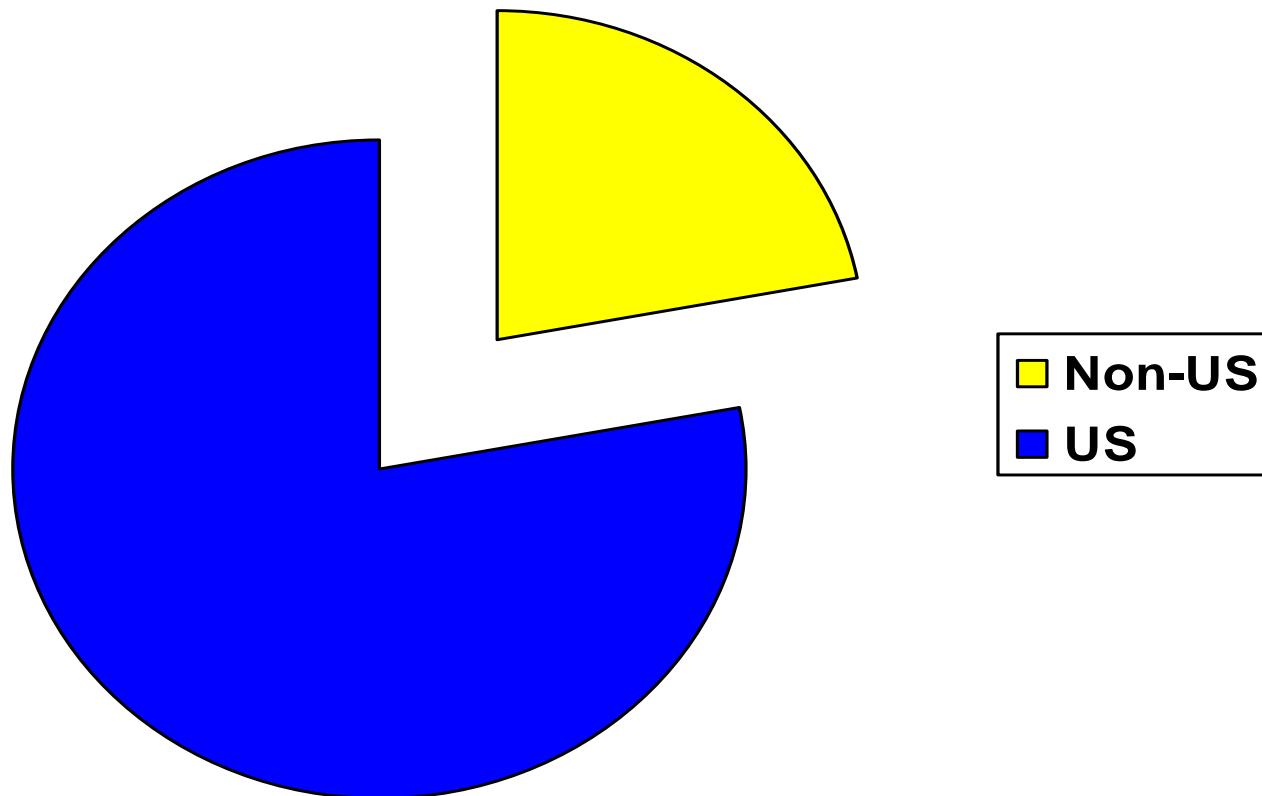
# World Pool Status

(788 Members)



# World Pool US and non-US Representation

(614 and 174)



# World Pool Utilization

## Projects:

- ◆ Basic Text
- ◆ PR Handbook
- ◆ PR Strategy

## Other Workgroups:

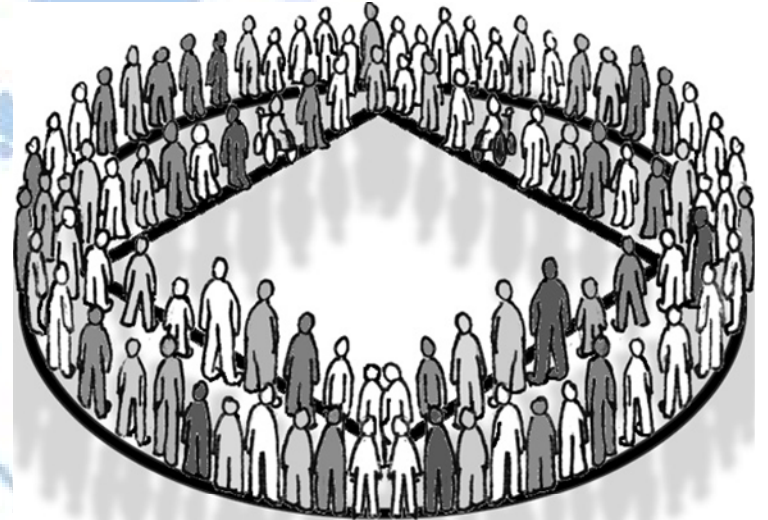
- ◆ NA Way Editorial Board
- ◆ Translations Evaluation Group

**A total of 32 members**



# World Pool Utilization

In addition, 605 letters were sent to members of the World Pool, inviting their participation in our process. Of those, 125 potential Candidates made themselves available for our consideration.



# Matching Talent to Task

- ◆ Discussions with the World Board
- ◆ Leadership cultivation
- ◆ Best utilization of the World Pool
- ◆ More to be considered...



# Our Timeline

- ▶ **31 Aug 05: Deadline for submitting WPIF**
- ▶ **Sep 05: Selection process begins**
  - ✖ **605 letters sent, 125 potential candidates returned letters of interest.**
  - ✖ **125 potential candidates were evaluated through blind CPR process**
- ▶ **Dec 05: We selected those who would move forward in the process, 66 members; Interviews began**
- ▶ **Mar 06: Final list of nominees was selected.**

# Our Timeline

- ▶ **RBZ's (Regional, Board, and Zonal potential candidates)**
  - ✘ **Oct 05: Deadline for RBZ submissions**
  - ✘ **29 submissions identifying 24 potential candidates**
  - ✘ **RBZ's interviewed with others**
  - ✘ **As reported throughout the cycle, RBZ source (if any) appears on the nominee list**



World Pool  
Members

Those with the required cleantime are asked to  
move to the next level

HRP Scores Blind  
Candidate Profile Reports

Those above the minimum score are asked to  
move to the next level

RBZ Candidates  
enter the HRP  
process here

HRP Candidate Interviews  
& Reference Checks

Those with highest score move to  
the next level

Final HRP Nominees  
to the WSC

# Details of Our Process

- ▶ **Blind CPR process, yielded 66**
- ▶ **RBZ candidates - 29 RBZs yielded 24 potential candidates, and 12 nominees**
- ▶ **90 candidates put forward, 6 declined, 1 passed away, leaving 83**
- ▶ **Total interviewees: 55 WB; 18 HRP; 10 Cofac**
- ▶ **Final ballot: 17 WB; 5 HRP; 4 Cofac**



# **Details of Our Process**

- ▶ **Interviews and reference checks**
- ▶ **General Information Form**
- ▶ **Candidate Profile Pictures**
- ▶ **Confidentiality**





## Fourth Concept

**Effective leadership is highly valued in Narcotics Anonymous. Leadership qualities should be carefully considered when selecting trusted servants**



# **Confidence in Our Process**

- ▶ **Our Best Efforts**
- ▶ **Our Familiarity with Each Nominee**
- ▶ **Vote with Confidence**





# Final Thoughts

