



Resting policy for IFC speakers, volunteers and advisory panel

Overview and history

A resting policy for speakers was established in 2003 by The Resource Alliance, with the aim of keeping the IFC programme fresh and creating a balance between new speakers, repeat speakers (i.e. those who spoke the previous year) and returning speakers (i.e. speakers who have spoken in the past but not the previous year).

As part of the original resting policy, speakers could speak for 3 years in a row and then have to rest for one year. This applied to workshops and Masterclasses only, so resting speakers could still be invited to take part in a big hall session or 60-minute session.

The only exception to this rule was the six speakers who formed the faculty: Tony Elischer, Bernard Ross, Stephen Pidgeon, Richard Radcliffe, Karen Osborne and Tony Myers. These speakers were included in the programme every year as they received consistently excellent evaluation results.

Context

There are several challenges around the IFC programme, which The Resource Alliance must continually address in order to maintain the IFC's reputation for providing a quality programme that meets the needs of an international audience and appeals to both new and returning delegates. Some of the steps taken for addressing the challenges include:

- Improving the balance of speakers in the programme.
- Finding new, quality speakers, especially practitioners in certain key areas of the programme.
- Maintaining the leadership edge with appropriate content and format
- Balancing session types.
- Maintaining the quality of sessions in terms of substance, international content, breadth of examples, and new materials.

Current position

In view of the challenges and steps needed to address the above, The Resource Alliance Board reviewed the original resting policy in 2009, and the following decisions were approved for implementation:

- The resting policy was extended to all volunteers, including members of the IFC Advisory Panel. They can now speak/volunteer for three years in a row and then have to rest for one year before returning in any role.
- The faculty was phased out, with two of the former members resting each year from 2011 onwards.
- From 2011 onwards, speaking in any session type will count as a speaking engagement, not just Masterclasses and workshops. Resting speakers should therefore not be invited to fill guest slots in any sessions.
- Resting speakers should also not be invited to step in if another speaker cancels.

The Resource Alliance Board also agreed that for the 30th IFC the resting policy would be relaxed and no speakers would be rested in 2010 in order to put together the best programme possible, featuring some of the best speakers from the previous 30 years. The new resting policy is therefore being applied from 2011 onwards to all speakers and volunteers.

Exceptions

- Even though the policy is not to invite resting speakers to 'step in', an exception may be made in extraordinary circumstances. In such case, stepping in will be considered as a full speaking engagement and the resting policy will apply the following year.
- The Chair of the IFC Advisory Panel is generally appointed after having served on the panel for a minimum of two years, to ensure continuity.
- Further exceptions may be made as the revised policy is introduced to ensure a smooth transition from the original policy to the revised one, for example some Panel members might be invited to stay on for an extra year to provide additional continuity in the group.

Tracking of implementation

On a continual basis, the CEO will review the implementation of the policy, and following discussions with the IFC Advisory Panel, make any appropriate recommendations to The Resource Alliance Board, if need be, on any changes to the policy that might be necessary.

February 2011