

Workplace Culture

Induction Session for New EB Members

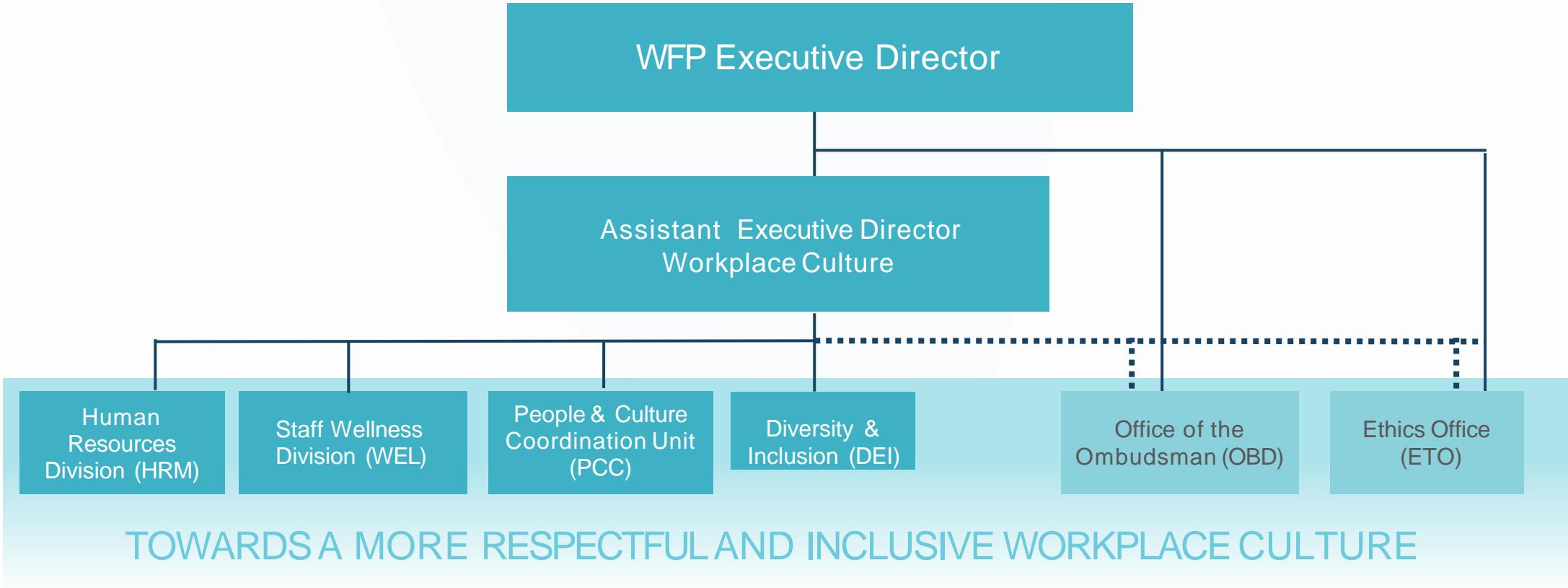
September 2023

Joyce Luma

Assistant Executive Director ad interim
Workplace Culture

Workplace Culture Department

An entire department dedicated to putting people at the centre



Our strategic approach

Building on the corporate priority 'People Management'

- Lead efforts to transform WFP's workplace culture, optimize people management and support employee wellbeing, ensuring that WFP's workplaces are inclusive and respectful.
- Strive to achieve excellence in people management, employee wellbeing and health services.



How do we achieve this?

By establishing corporate frameworks and enabling policies that guide WFP towards realizing its vision of an inclusive and respectful workplace for all its employees.

- **WFP People Policy, approved by WFP Executive Board in June 2021:** establishes a coherent framework for people excellence at WFP, anchored in four priority areas: nimble and flexible, performing and improving, diverse and inclusive, and caring and supportive
- **Reaffirmation of the Values:** to establish an organizational culture centered around the five WFP Values, which are embedded in all aspects of WFP's management and processes.

Addressing people management capacity: Equipping managers with skills and tools

- **Inclusive Leadership Programme for senior leaders:** creates a compelling business narrative for inclusion, assesses inclusion capability, blind spots and psychological safety.
- **Empowering managers to address workplace issues:** reinforcing accountability, enabling managers to de-escalate and manage workplace conflicts
- **Leadership Framework:** embedded the WFP Values in the Leadership Framework and all people management practices
- **Global mentoring programme:** open to all employees irrespective of contract type, duty station or grade. To date more than 1000 mentors and mentees have taken part.

WFP People Policy

- PURPOSE:** to establish a **coherent framework for excellence in people management** by outlining WFP's workforce vision, priorities and commitments – and expectations for employees' behaviour towards colleagues and those they supervise.
- VISION:** WFP's future workforce is one of **diverse, committed, skilled and high performing teams**, selected on merit, operating in a healthy and inclusive work environment, living WFP's values and working with partners to save and change the lives of those WFP serves.



WFP Strategic Plan 2022-2025

WFP People Policy

Country Strategic Plans and functional strategies *illustrative—not an exhaustive list

HRM

MSD

TEC

WEL

SEC

FIN

Country Strategic Plans

Plans, processes, systems and tools *illustrative—not an exhaustive list

Leadership
Framework

Staffing
Framework

Wellbeing
Platform

Diversity and
Inclusion
Framework

Mentoring
Programme

Mutual commitments and individual behaviour

Integrity

Collaboration

Commitment

Humanity

Inclusion

We also achieve change by listening to and engaging with our employees

Global staff survey

Comprehensive global survey (GSS) every 3 years.
Piloting shorter 'pulse' surveys to track employee concerns

Speak up! sessions

Over 8,500 employees have been reached worldwide
Building a culture where bad behaviour is called out

Respect+ campaign

The 4 Respect+ pillars engage employees in meaningful conversations so workplaces are safe and harmonious.

Global health survey

Nearly half our employees (47%) took part, the highest score within the UN system. Findings inform action – cardiovascular checks, campaigns

People policy pulse checks

Assessment to identify Workplace Culture related gaps which are then turned into actions and included in workplans

And we continue living up to WFP Values

Our values define our collective identity and connect us. They inspire us to be better, for the people we serve and for each other.

The Leadership Framework translates these into concrete behaviours. Employees are assessed on these behaviours in their annual performance reviews

When we embody the Values in our work, we Save and Change Lives even more effectively.



INTEGRITY
We value living up to the highest of standards.

We believe in doing the right thing for the right reason. We believe we can be more genuine, consistent and open.

Behaviours

- Communicate clearly and honestly
- Acting transparently and with integrity
- Be true to one's word
- Admit mistakes and learn from them

Our Values: Integrity, Collaboration, Commitment, Humanity, Inclusion
SAVING LIVES CHANGING LIVES



COLLABORATION
We value working together towards our shared vision.

We believe that no problem is insurmountable when we work together. We believe we can do even more to help and support each other.

Behaviours

- Work together with others towards a common goal
- Share knowledge and expertise
- Focus on the solution not the problem
- Adapt and accept change

Our Values: Integrity, Collaboration, Commitment, Humanity, Inclusion
SAVING LIVES CHANGING LIVES



COMMITMENT
We value delivering on our promises to each other.

We believe that we can tackle any challenge we are faced with. We believe that we can challenge ourselves to own our actions and the consequences more.

Behaviours

- Follow through on what we say we will do
- Take responsibility for our own actions and the outcomes
- Open up to the highest standards
- Take action in a timely way

Our Values: Integrity, Collaboration, Commitment, Humanity, Inclusion
SAVING LIVES CHANGING LIVES



HUMANITY
We value improving the lives of the people we serve and each other.

We genuinely care and believe that through the work we do together we make a difference in the world. We believe we need to show more care and empathy towards each other.

Behaviours

- Show empathy for others
- Display compassion to other staff
- Take into account the needs of others
- Act to improve the lives of others

Our Values: Integrity, Collaboration, Commitment, Humanity, Inclusion
SAVING LIVES CHANGING LIVES



INCLUSION
We value respecting each others unique contribution.

We believe that our diversity makes us unique and strong. We believe we need to be more appreciative of each other and our differences.

Behaviours

- Respect individual differences
- Appreciate the contributions of others
- Ensure that people are given equal chance to contribute
- Listen for understanding

Our Values: Integrity, Collaboration, Commitment, Humanity, Inclusion
SAVING LIVES CHANGING LIVES