



World Food Programme

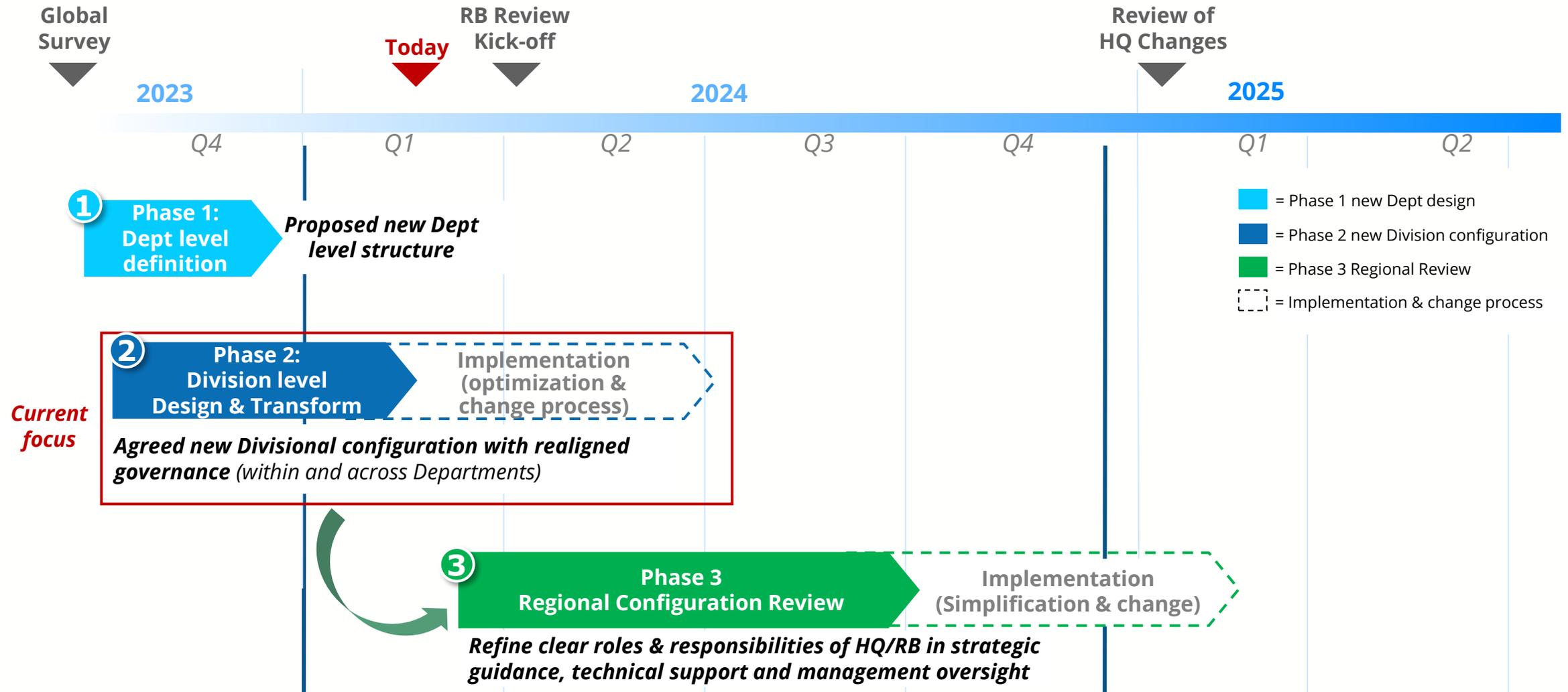
SAVING  
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# Update on the organization structural review

First regular session of the Executive Board

26 February 2024

# Multiyear timeline: three distinct phases for WFP Organizational evolution and transformation



# Global survey: In September, HQ and Field Directors identified 5 main challenges in WFP organizational structure

## Challenges/Areas for improvement



**Fragmentation, duplication, lack of coordination and ineffective governance**

**Large number of departments and divisions**, with duplication overlaps within HQ (**horizontal**) leading to **lack of coordination and collaboration**, with ineffective governance



**Lack of clarity of Roles & Responsibilities**

Unclear roles of HQ/RB in **strategic guidance, technical support and management oversight**. Key processes require major revamp to guarantee **vertical accountability**



**Increased bureaucracy and lack of agility**

Over proliferation of policies, procedures, systems and guidance, **hampering agility in decision-making and response times**



**Suboptimal allocation of resources across organization**

Resources **across Departments and Divisions are not strategically distributed**. WFP investing in **duplicative systems**



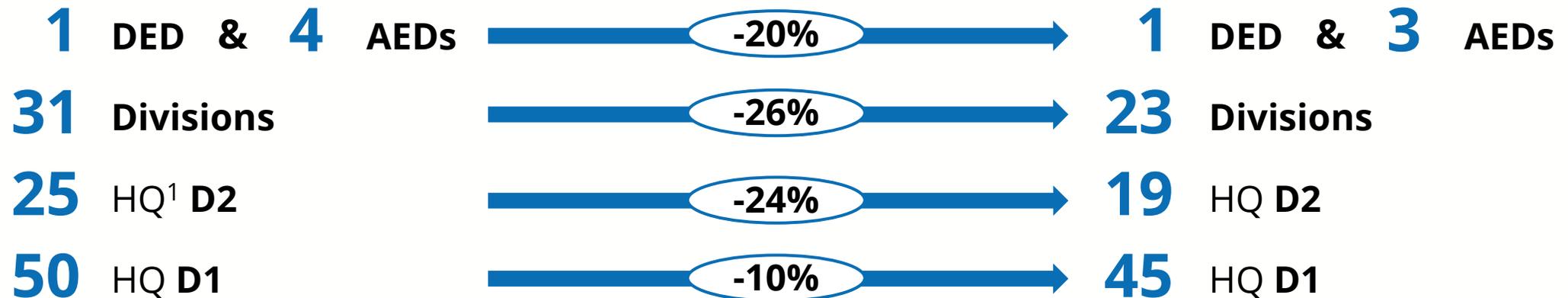
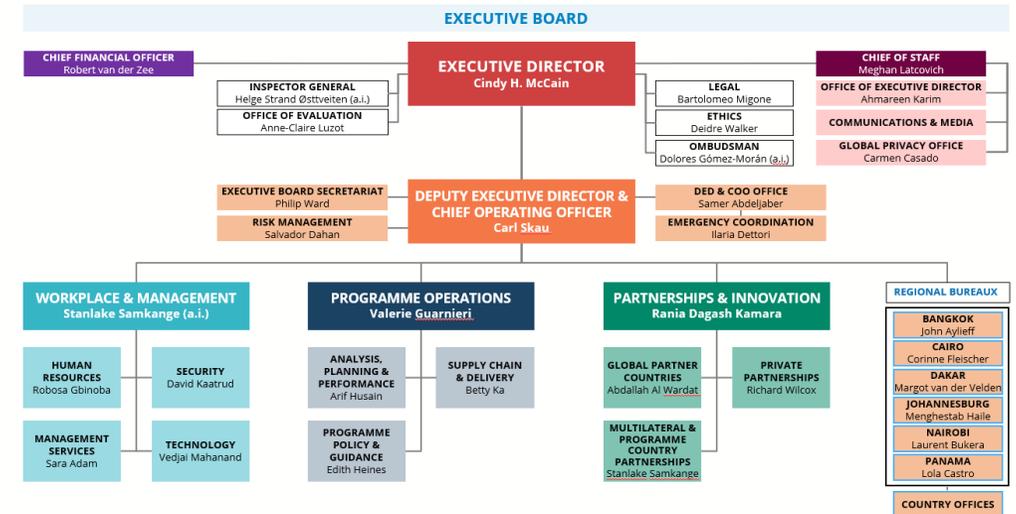
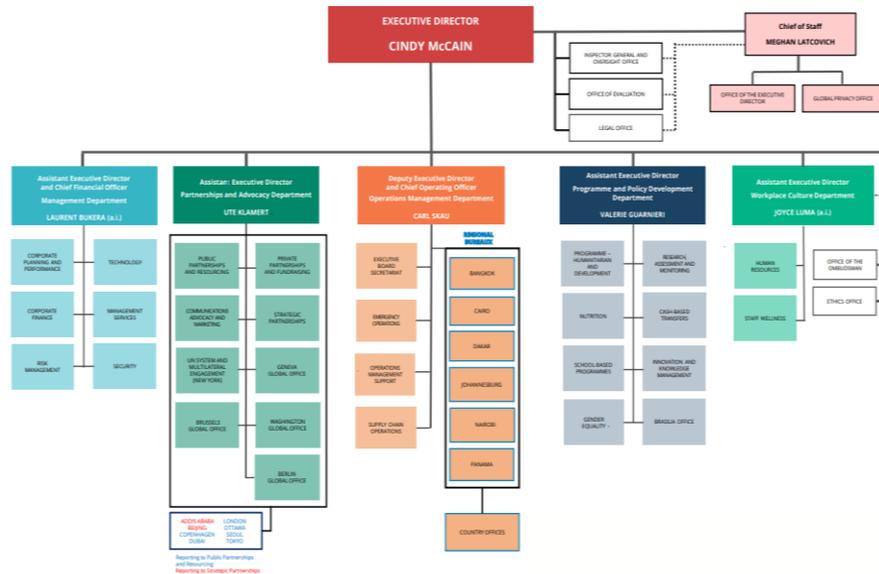
**Unclear vision and prioritization of activities**

**Uncertain strategic guidance at global and departmental level** on organizational priorities

# WFP organization evolution: A more streamlined organization to enhance collaboration and foster efficiency & effectiveness

From...

...To February 15<sup>th</sup>, 2024

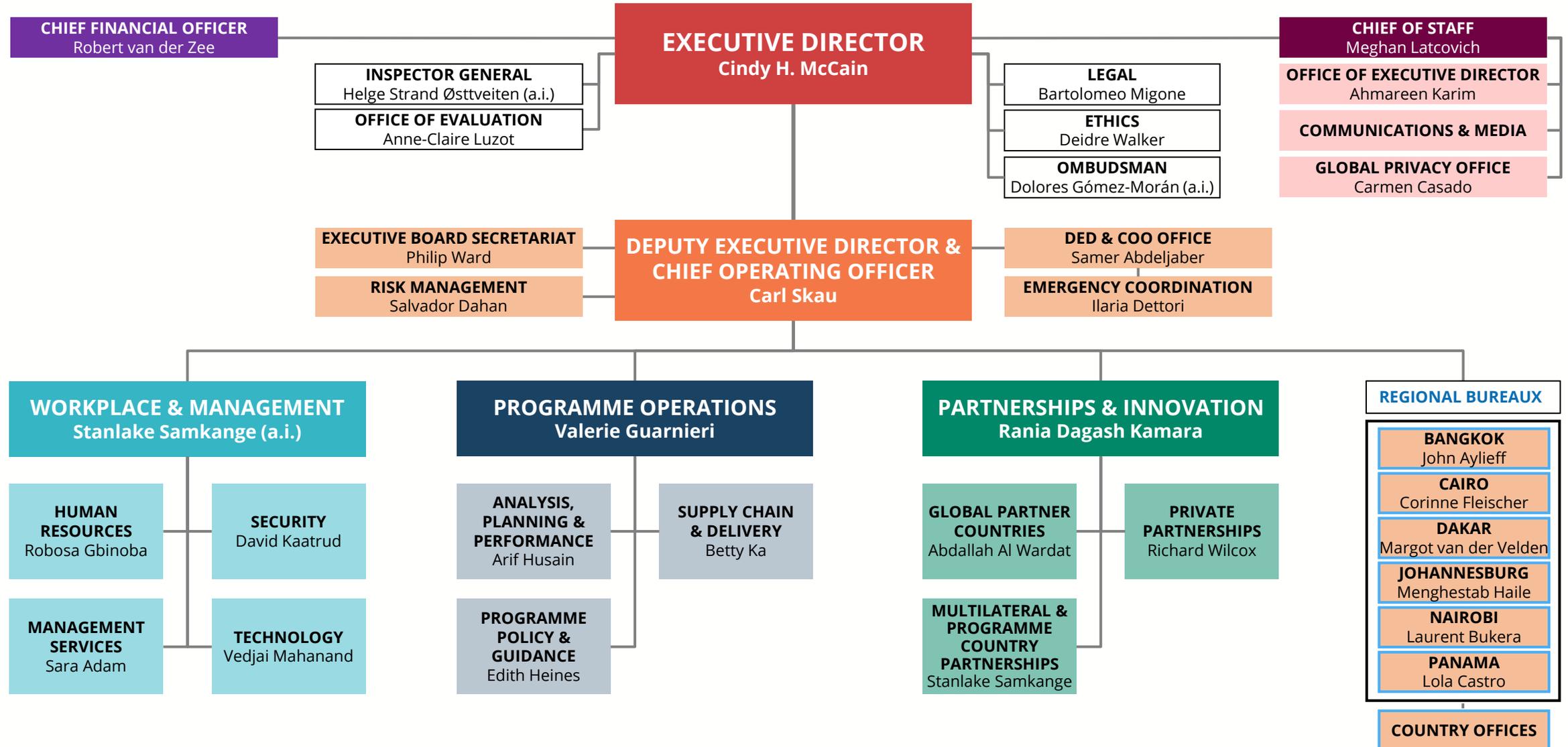


1. Includes only Rome-based positions. Global Offices: From 6 D2 to 5 D2 (-1) and 7 D1 with no changes

# WFP organigram

Reassignment decisions  
February 2024

## EXECUTIVE BOARD



## Immediate Next steps



**Continue implementation and change process**  
at HQ level



**Realign internal committees and delegation of authorities** with the new organizational structure



**Kick-off Regional configuration review**  
(enhance organisation effectiveness)



# Thank you!



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Programme**

Picture Source: WFP Multimedia Hub