



THE PEOPLE STRATEGY

EB INDUCTION SESSION, 12 JANUARY 2015

Agenda

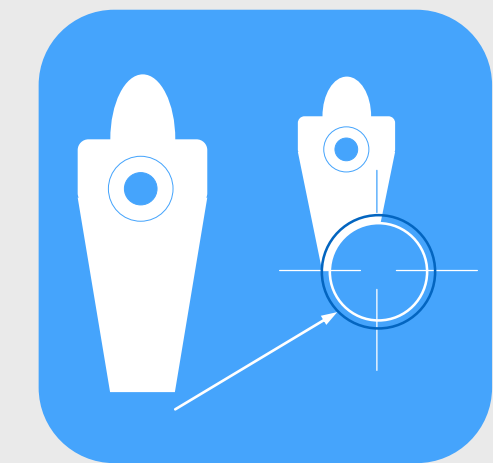
- **People Strategy – our vision**
- **Update from your feedback in the Second Informal Consultation**
- **Four Imperatives – our strategic focus**
- **Implementation roadmap**

Our People Vision is strongly linked to our bigger goals



People Vision

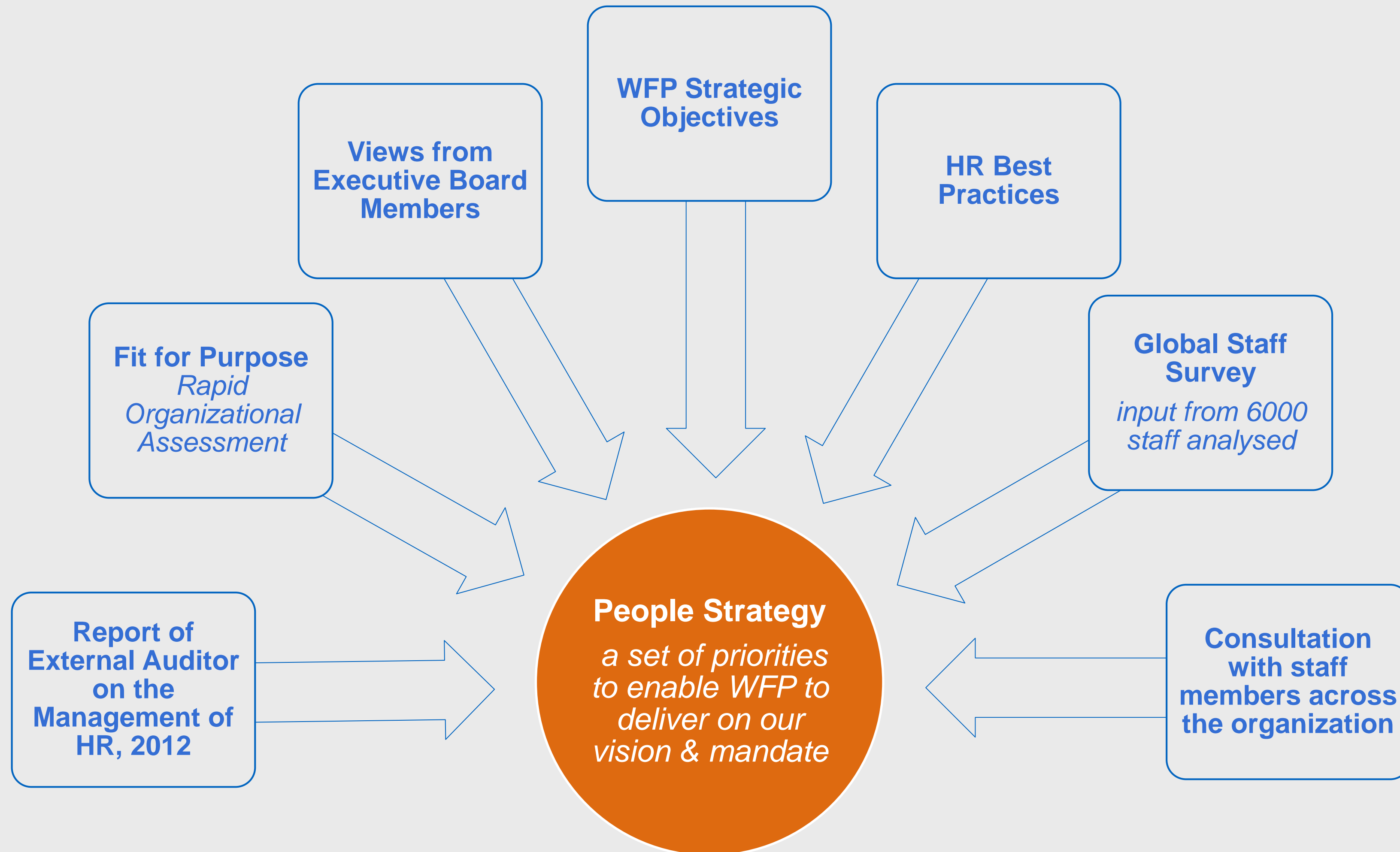
*Build an **engaged workforce**, with the **right skills**, in the **right roles** which will enable WFP continue to fulfil its humanitarian response role while simultaneously building its capabilities to address the longer-term goals of the Zero Hunger Challenge.*



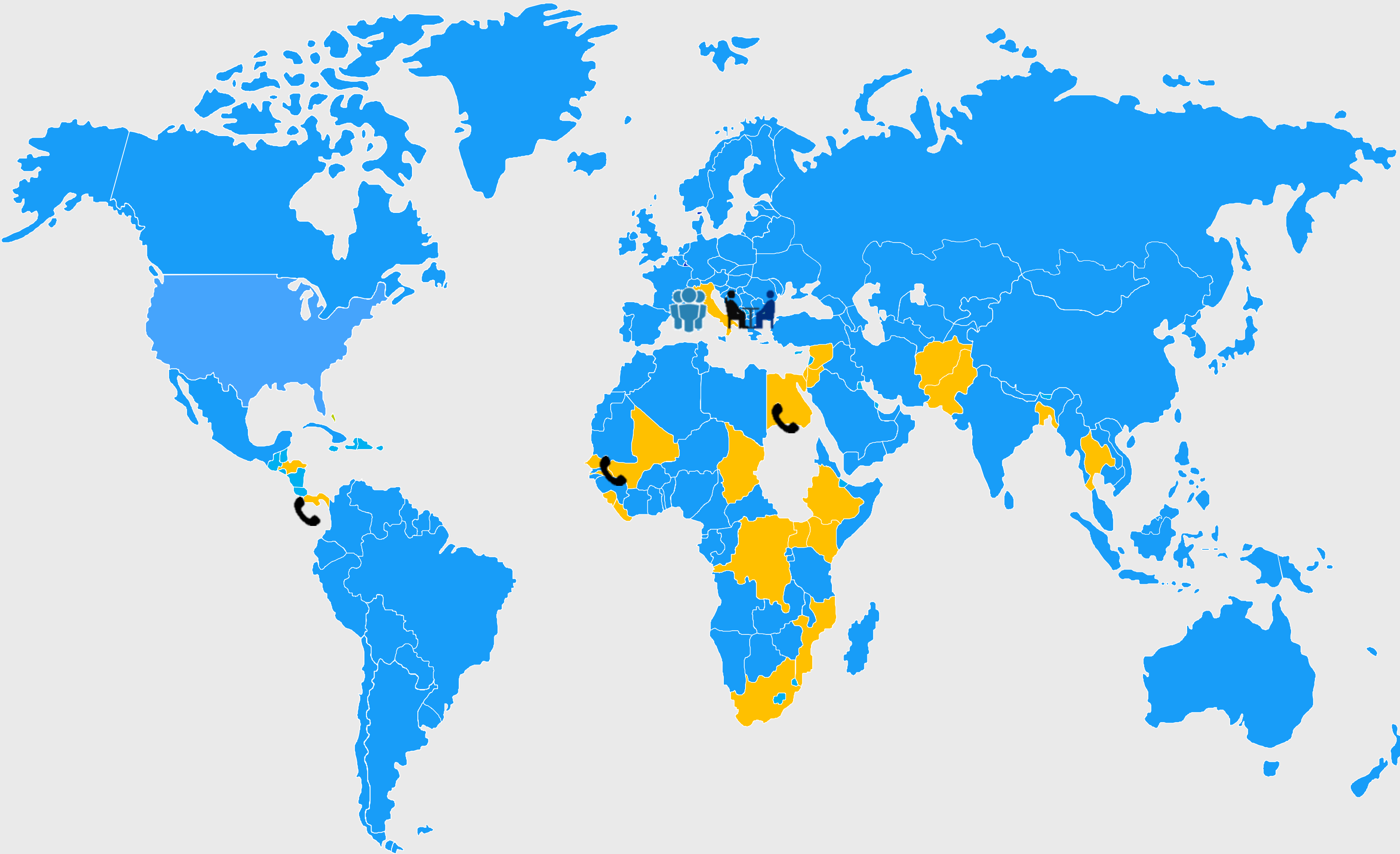
WFP Strategic Objectives



We have developed the People Strategy based on our vision, views from our staff, you and best practices



We have extensively consulted with our people across the world



Key



Targeted Workshops involving 200+ employees



Virtual Workshops



80 Targeted Interviews including 25 with CDs



WFP Field Offices that participated in the study



Global Town Hall & consultation with staff through WFP forums

We have listened to you...



Further changes we have made focus on the feedback you gave us in the Second Informal Consultation

Priority Areas

Our changes



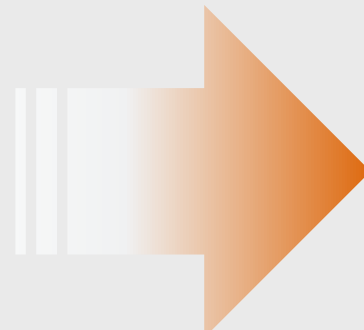
Accountability framework



Based on WFP's corporate framework with emphasis on line manager accountability



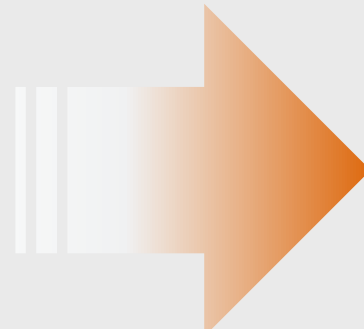
Gender parity



Strengthened through all aspects of people management



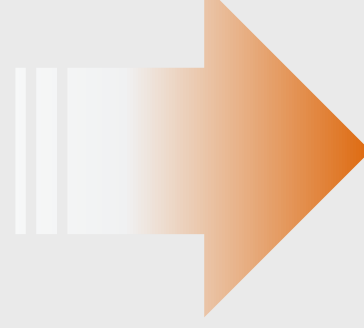
Goal statement



Articulated more explicitly in the executive summary



Implementation



Supported by a road map and cost estimate

Agenda

- People Strategy – our vision
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We are tackling long standing issues

“ Key competencies that WFP should prioritize for further investigation are those for...**Middle management specialist competencies**, such as **Nutrition**, that are currently in short supply. ”

*Rapid Organizational Assessment Diagnostic, McKinsey & Company,
June 2012*

“ Career management at WFP is currently perceived as an uncertain process based on ambiguous **criteria...decisions regarding reassignment and promotion do not have clear links** with succession requirements or staff career plans. ”

*Preparing for Tomorrow Today: WFP Strategy for Managing and
Developing Human Resources (2008-2011), October 2008*

“ WFP should set in place oversight to provide an assurance that the **position grades** approved in each project **conform to the standard classification** and that the decisions are not driven by funding projections alone. ”

*Report of the External Auditor on the Management of Human Resources
June 2012*

Four Imperatives are our strategic choices to equip WFP

Reinforce Performance Mindset



- Define & embed common WFP values & behaviours
- Refresh the performance management process

Shift the Focus



- Enhance the skills & capacities of national staff
- Ensure supportive & healthy workplace
- Review & implement fit-for-purpose contractual arrangements

Build WFP's Talent



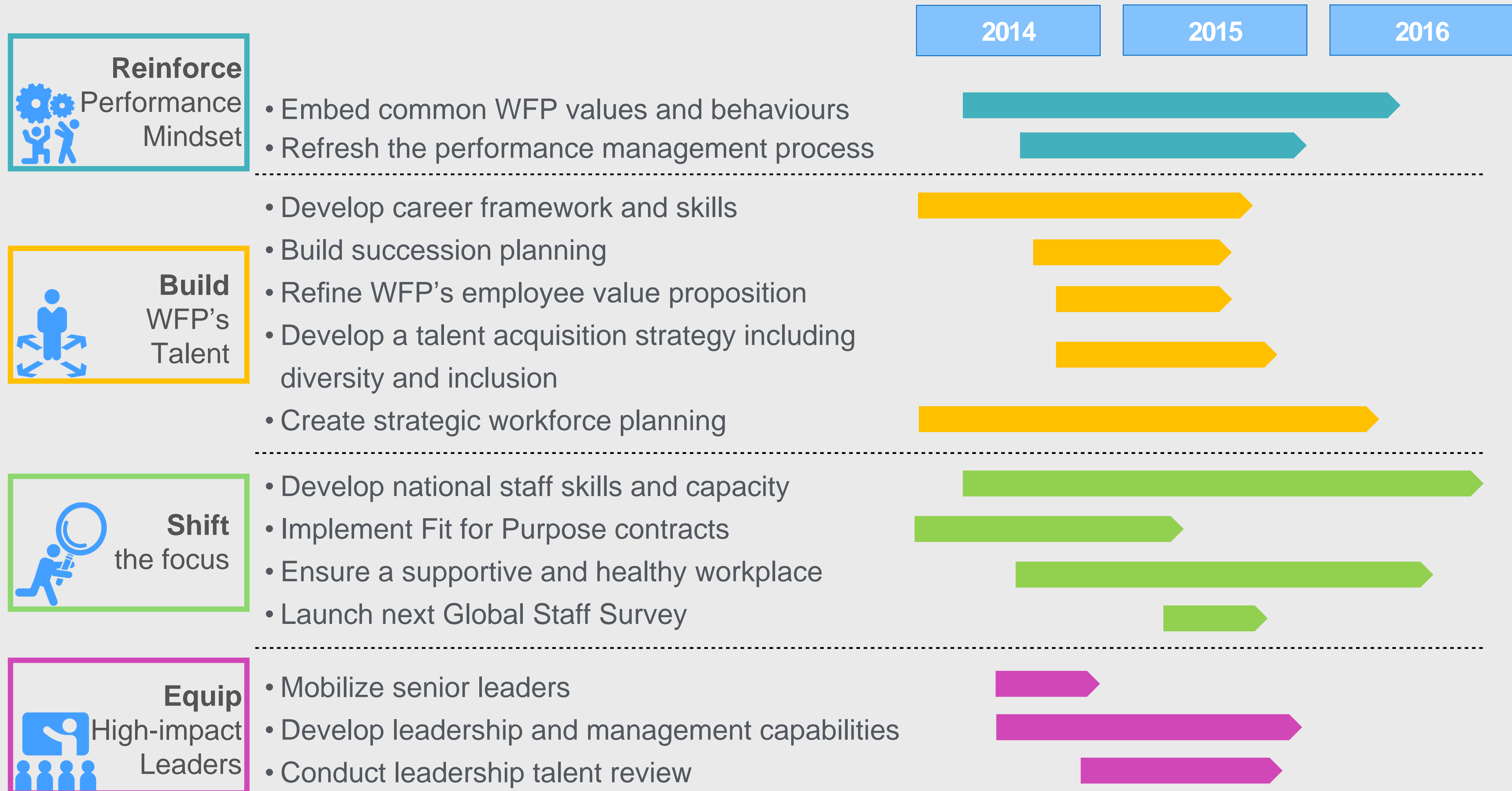
- Develop career framework & skills
- Provide opportunities for learning & growth
- Create strategic workforce planning

Equip High Impact Leaders



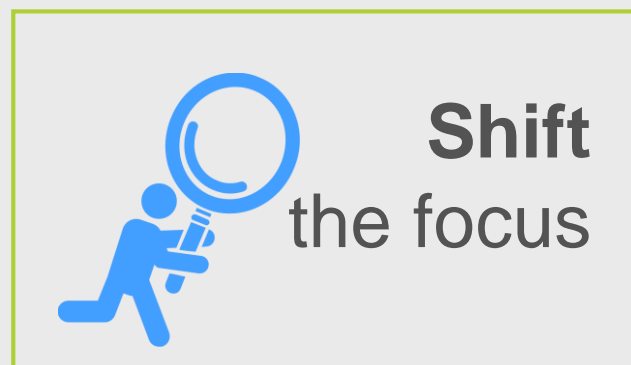
- Mobilize senior leaders
- Enhance leadership & management capabilities
- Conduct leadership talent review

Implementation Roadmap



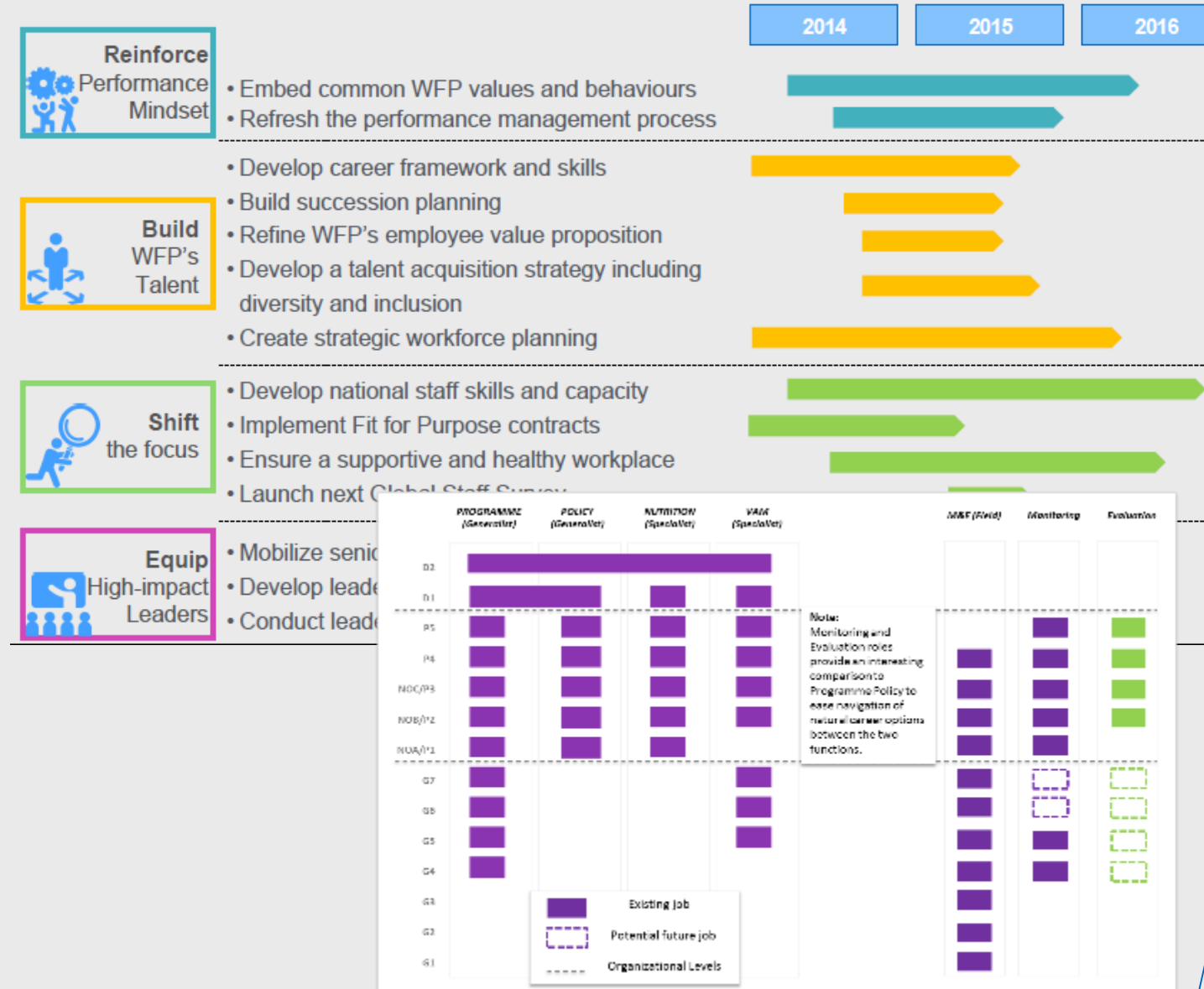
We have made progress and we continue striving to better serve our beneficiaries

Our People Strategy

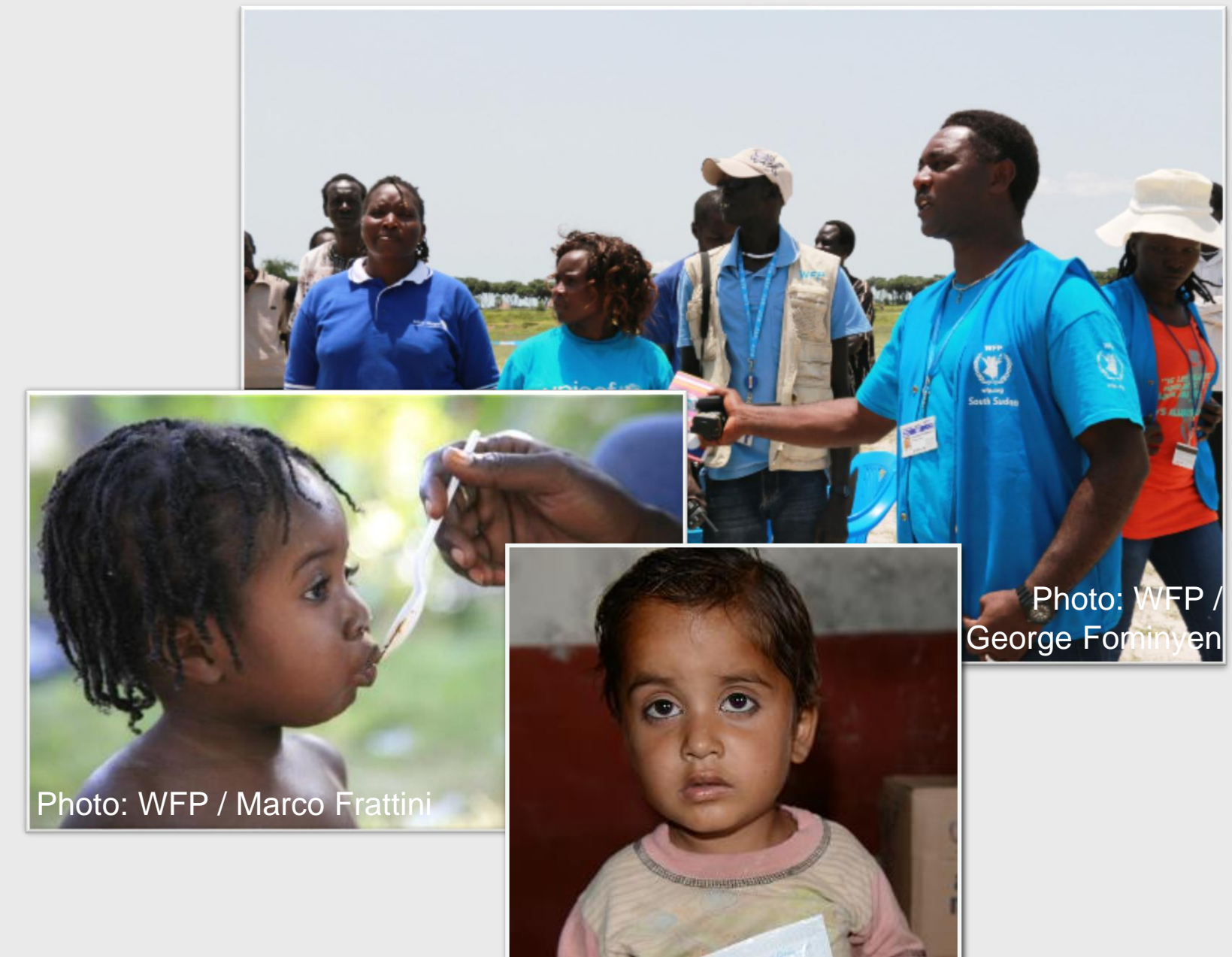


Our implementation plans & progress

Implementation Roadmap



Outcomes for our beneficiaries and our staff



THANK YOU!

