

# Workplace Culture

Fall Induction Session for the  
EB New Members

01 October 2020

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**OUR VALUES**

**INTEGRITY**

**COLLABORATION**

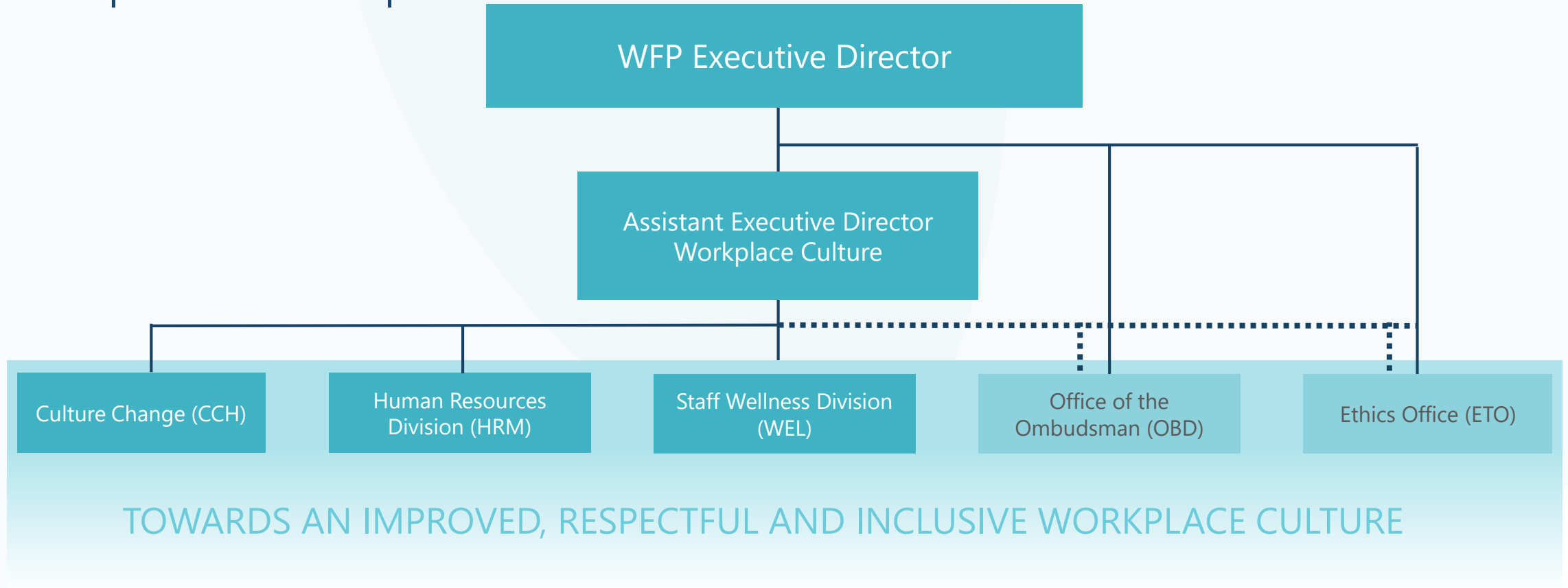
**COMMITMENT**

**HUMANITY**

**INCLUSION**

# Workplace Culture: a growing family

Following the announcement made by WFP ED on 23/09, our Department comprises



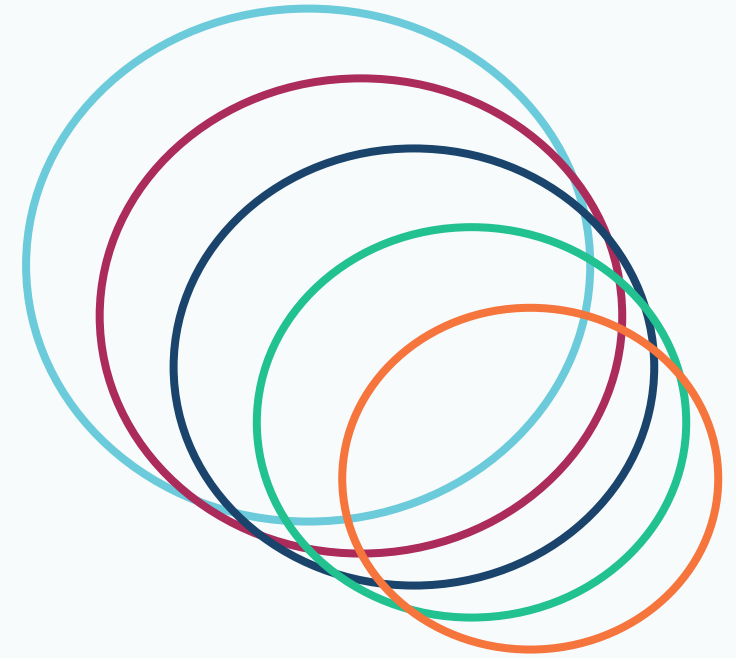
# Our strategic vision

- **Improve the ability of WFP to deliver its mandate via more strategic people management** (workforce planning, contractual arrangements, and other critical initiatives), and
- **Address all issues related to workplace culture to make WFP an improved, respectful and inclusive workplace for our employees**



# Our goal

- Setting up state of art processes for **human resources, wellness, ethics and ombudsman functions**, based on the new People Policy, together with monitoring systems that foster accountability



# How we are doing this

- Drawing up and implementing a **strategic HR function**, guiding its transactional roles from end to end in the employee lifecycle
- Building up **adequate systems and digitalized solutions**
- Integrate and streamline the multiple **on-going initiatives related to people management**
- Gearing up **WFP's corporate buy-in in improved workplace culture**

# Our WFP Values



**INTEGRITY**

**COLLABORATION**

**COMMITMENT**

**HUMANITY**

**INCLUSION**



WFP  
World Food  
Programme

# 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,  
openly and truthfully



Consistently hold  
everyone to the same  
high standards



Do the right thing even  
if no one is watching us



Give and receive honest  
feedback in a timely way



# INTEGRITY

# We value working together towards our shared vision.

We believe that no problem is insurmountable when we work together. We believe we can increase the help and support that we give each other.

## Behaviours



Work together towards  
common goals and  
results



Work closely with  
all our stakeholders  
to deliver



Focus on the solution  
not the problem



Anticipate and  
adapt to change

# COLLABORATION



# We value delivering on our promises to each other.

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

## Behaviours



Follow through on what we say we will do



Take responsibility for our own words and actions



Operate to the highest standards



Take action to get things done



# COMMITMENT

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 can strengthen the care we show each other.

#### Behaviours



Put ourselves in someone else's place



Enable everyone to be their best



Take into account the needs of others



Act to improve the lives of others

# HUMANITY

# We value respecting each others unique contribution.

We believe that our diversity makes us unique and stronger. We believe we can better appreciate each other and our differences.

## Behaviours



Respect individual differences



Appreciate the contribution of every member of the team



Ensure that people are given equal chance to contribute



Listen to understand



# INCLUSION

# THANK YOU