

Introduction to Workplace and Management Department

October 2025

SAVING LIVES CHANGING LIVES

OUR VALUES INTEGRITY COLLABORATION COMMITMENT HUMANITY INCLUSION

DUTY OF CARE Putting people at the center

WHO WE ARE Workplace & Management



Workplace and Management
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WHO WE ARE: WORKPLACE & MANAGEMENT

Our Key Priorities

- Championing Duty of Care
- Supporting our workforce
- Fostering a safe, inclusive, respectful, and healthy work environment
- Driving sustainability, innovation and efficiency
- Enhancing WFP's **global leadership** in the UN and humanitarian system
- Strengthening organizational alignment and change management





1. Championing Duty of Care

- Anchored in the **Duty of Care and Accountability Framework**, ensuring clarity, consistency, and leadership responsibility across WFP.
- Protecting people in high-risk environments with strong safety, security, and wellness measures.
- Embedding support for **employees and families** as a core part of how WFP plans, operates, and delivers.





2. Supporting our Workforce

- Ensuring the right talent and expertise for the future through succession planning, capability building, and investment in core skills.
- Providing efficient, solution-focused services from human resources to security, technology, wellness, and management services — that enable employees and leaders to deliver.
- Calibrating workforce size and skills to align with resources, while prioritizing core capabilities such as partnerships, fundraising, digitalization, and emergency preparedness.





3. Fostering a safe, inclusive, respectful, and healthy work environment

- Championing WFP's values Integrity, Collaboration, Commitment, Humanity, and Inclusion — as the foundation of how we work together.
- Promoting respectful and inclusive workplace behaviour through tools, training, and initiatives.
- Empowering leaders to put people management at the centre of WFP's culture and act as role models for a supportive work environment.





4. Driving sustainability, innovation and efficiency

- Embedding sustainability into WFP operations worldwide, reducing environmental impact and ensuring resilience in how we deliver.
- Strengthening **organization-wide systems** that simplify, integrate, and automate processes, enabling employees everywhere to work more effectively.
- Harnessing innovation and digital technologies to support decision-making, improve services, and enhance WFP's ability to respond at scale.





5. Enhancing WFP's global leadership in the UN and humanitarian system

- Providing global shared services that strengthen efficiency, collaboration, and support across the UN system.
- Steering inter-agency strategy and policy through key networks such as the HLCM, ICSC, and Digital and Technology Network.
- Driving innovation and operational excellence that position WFP as a trusted leader and partner in the humanitarian system.





6. Strengthening organizational alignment and change management

- Advancing the Executive Director's vision of a leaner, more agile WFP that empowers Country Offices to deliver.
- Simplifying structures, reducing duplication, and clarifying accountability through reforms such as the **Management Accountability Framework** and a unified Global Headquarters model.
- Driving a broader ecosystem of change that aligns budgets, operations, and global footprint to maximize impact for beneficiaries.





Thank you!

