



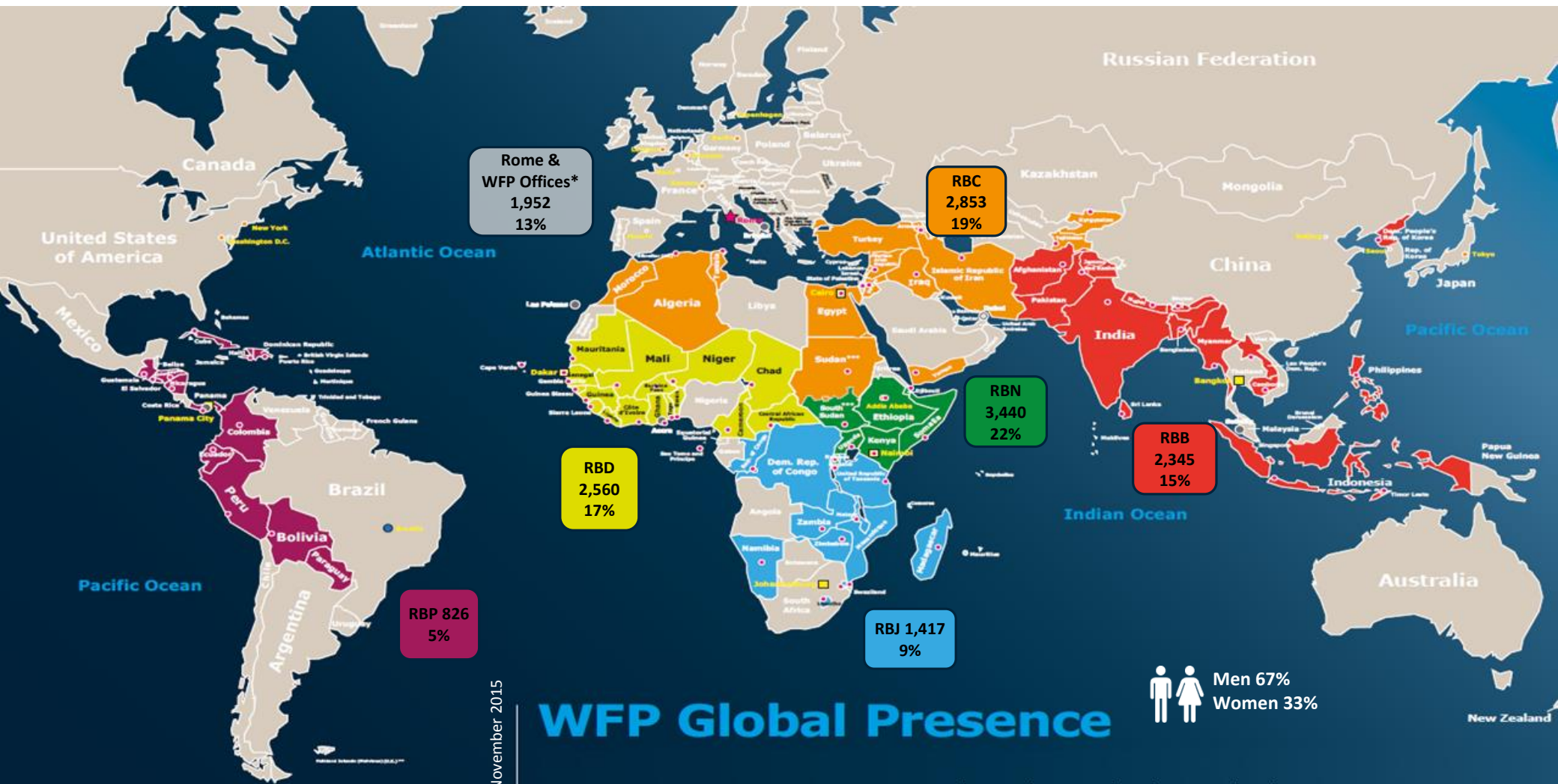
# Introduction to WFP's People Strategy

**Prerana Issar, Director of Human Resources**

**United Nations World Food Programme – January 2016**



**World Food Programme**



Men 67%  
Women 33%

# WFP Global Presence

- Bangkok Regional Bureau (RBB)
- Cairo Regional Bureau (RBC)
- Dakar Regional Bureau (RBD)
- ★ Rome Headquarters
- Johannesburg Regional Bureau (RBJ)
- Nairobi Regional Bureau (RBN)
- Panama Regional Bureau (RBP)

\* Incl. Brindisi Office and Staff on Special Status



November 2015

# What is the WFP's People Strategy?

## The People Strategy

*A commitment to the people we serve - to continuously equip our workforce to keep delivering better outcomes for them*



# The vision we set for ourselves and WFP

## People Vision

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



# WFP's People Strategy has four key imperatives

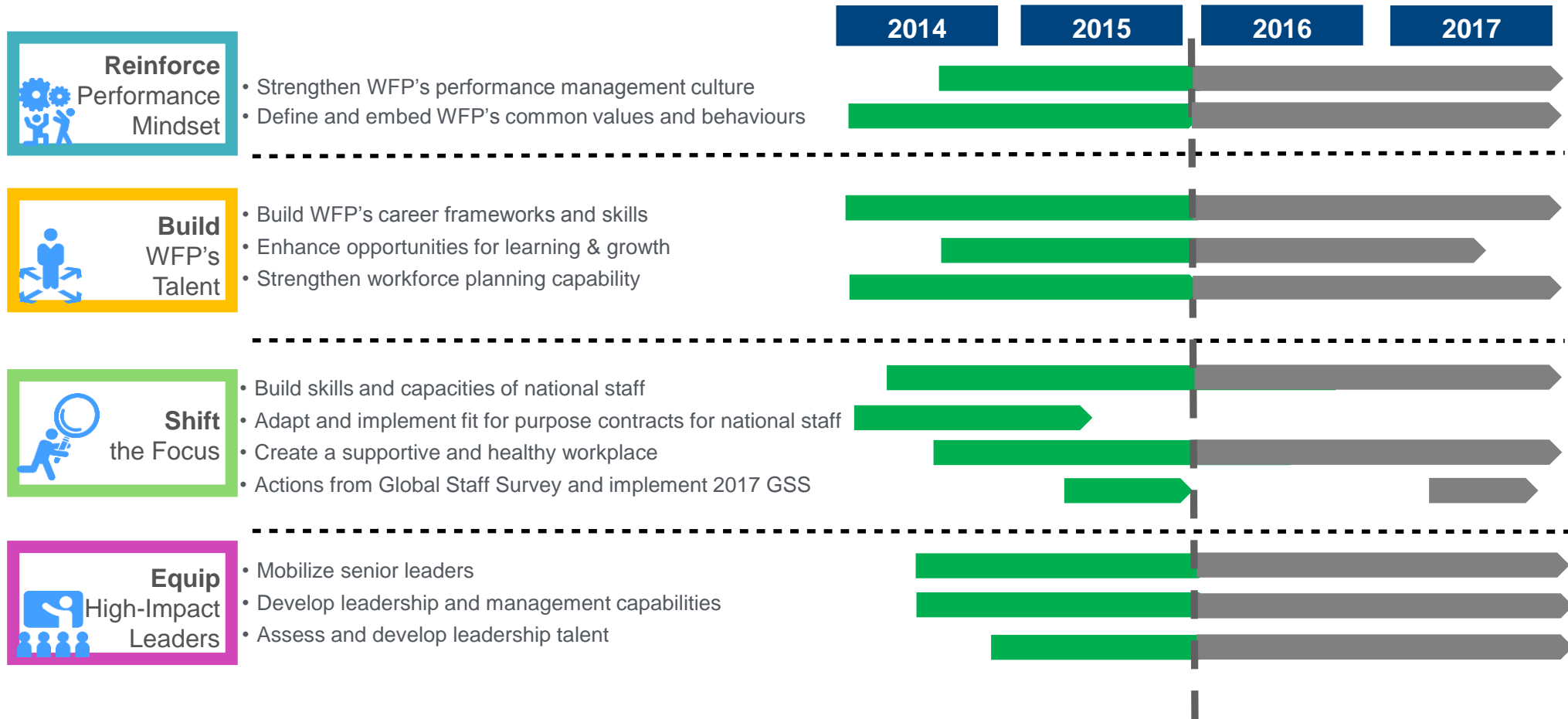
## WFP's People Strategy:

Equip our unique workforce to provide **better assistance to the people we serve and achieve Zero Hunger**



- ✓ **Reinforce a performance mindset**
  - Recognize and reward successful performance results and reinforce line managers' accountability to create an environment that fosters the best outcomes for its beneficiaries
- ✓ **Build WFP's Talent**
  - Build the right skills and capabilities to enable WFP to deliver on its mandate
- ✓ **Shift the Focus**
  - Make the country level the central focus of WFP, and ensure that national staff – 82% of WFP's workforce – are engaged and equipped to serve better
- ✓ **Equip High-Impact Leaders**
  - Equip leaders with the right tools to deliver through WFP staff and ensure full accountability for all aspects of people management

# People Strategy high level roadmap: 2014-2017



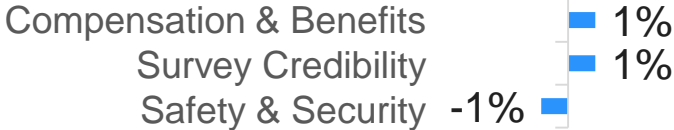
# The Global Staff Survey 2015 already indicates strong improvement in WFP employee engagement & performance enablement



Most topics have seen an **increase** compared to 2012

This progress since the last survey is usually only possible through the combined efforts of **leaders on the ground** and **corporate initiatives**.

The focus put on the **People strategy** has had a direct impact on staff engagement.



Thank you!

