

Workplace Culture

2nd Informal Briefing
on the CAP

28 October 2020

Gina Casar

AED Workplace Culture

OUR VALUES

INTEGRITY

COLLABORATION

COMMITMENT

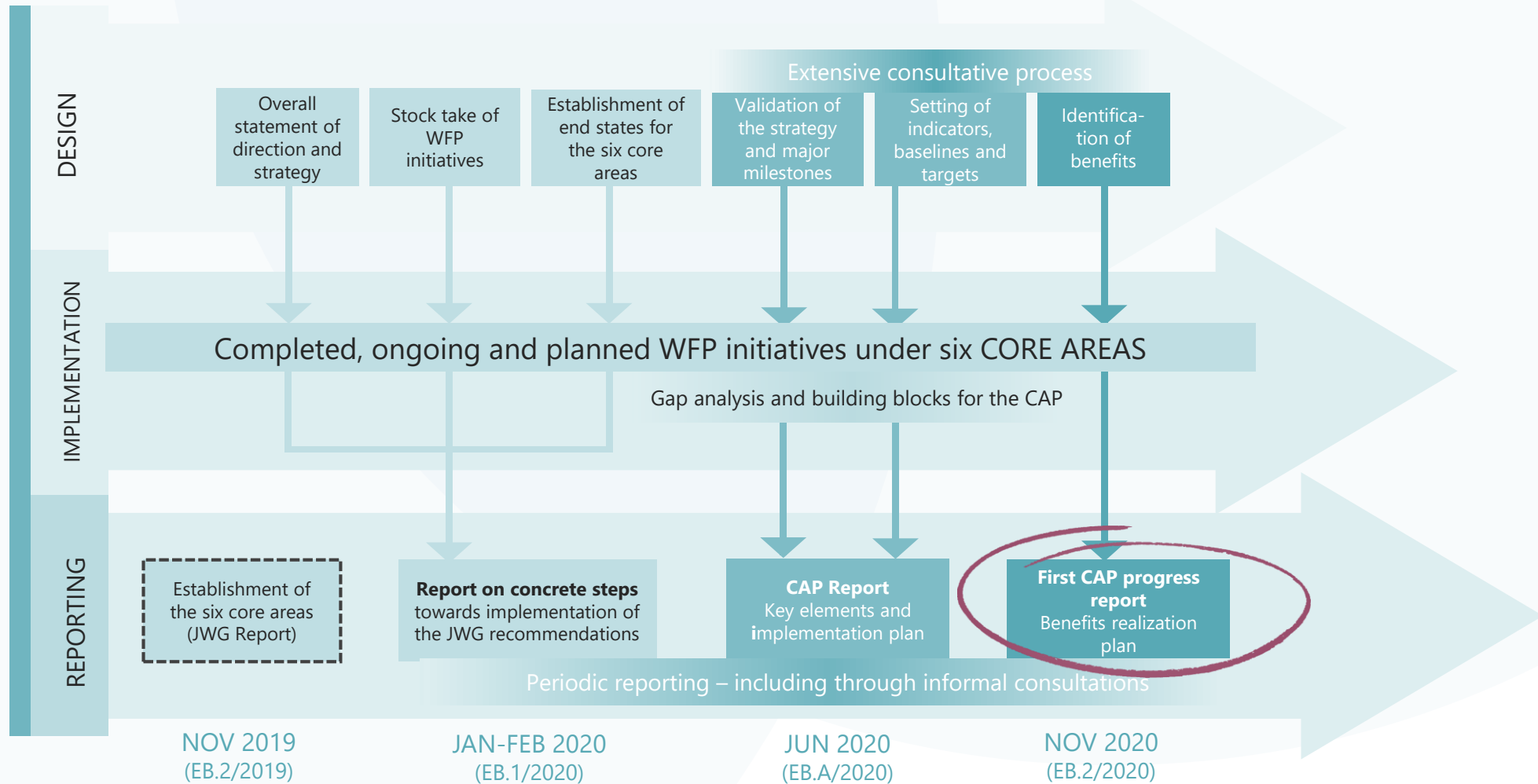
HUMANITY

INCLUSION

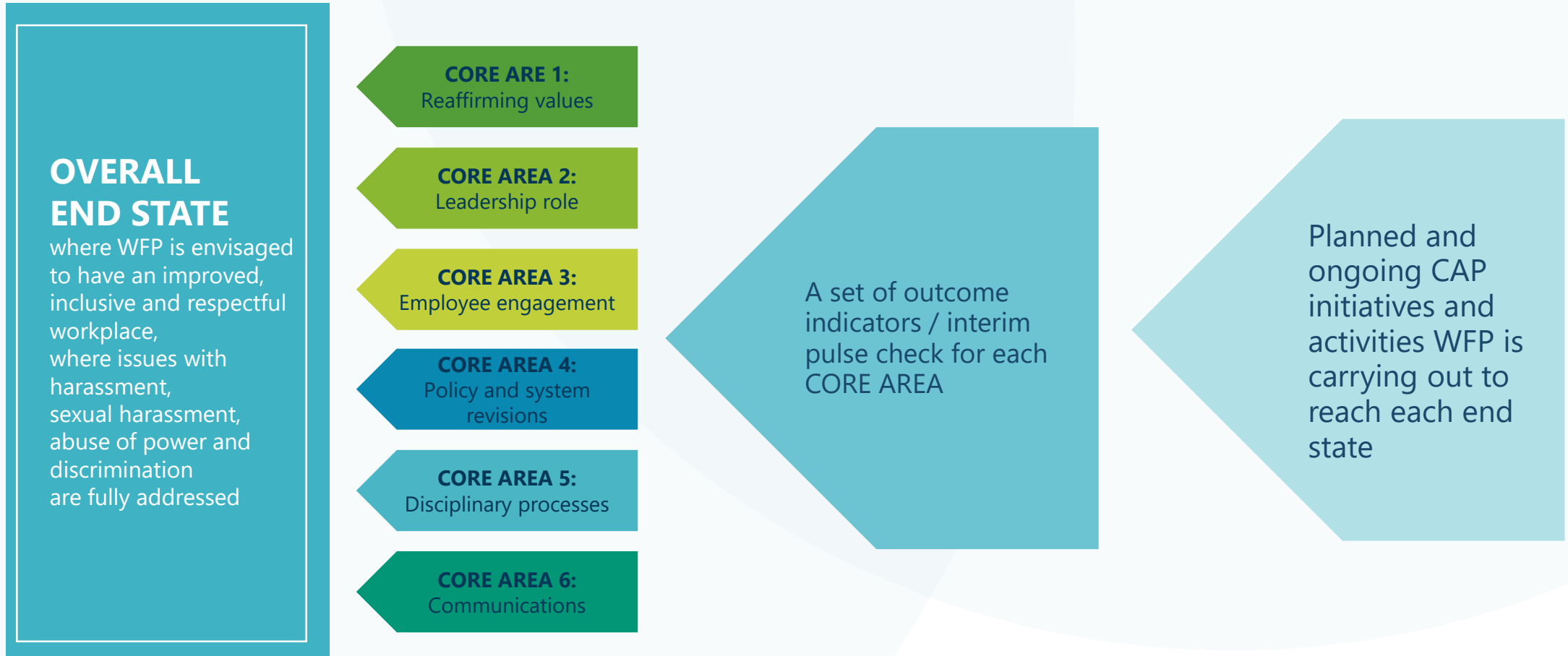
Our agenda

1. An example of progress in CAP key initiatives:
reaffirming values
2. The pulse check on progress made in the six CAP core areas
3. Stories from the field: Guatemala CO



























CAP overall timeline



CAP overall structure

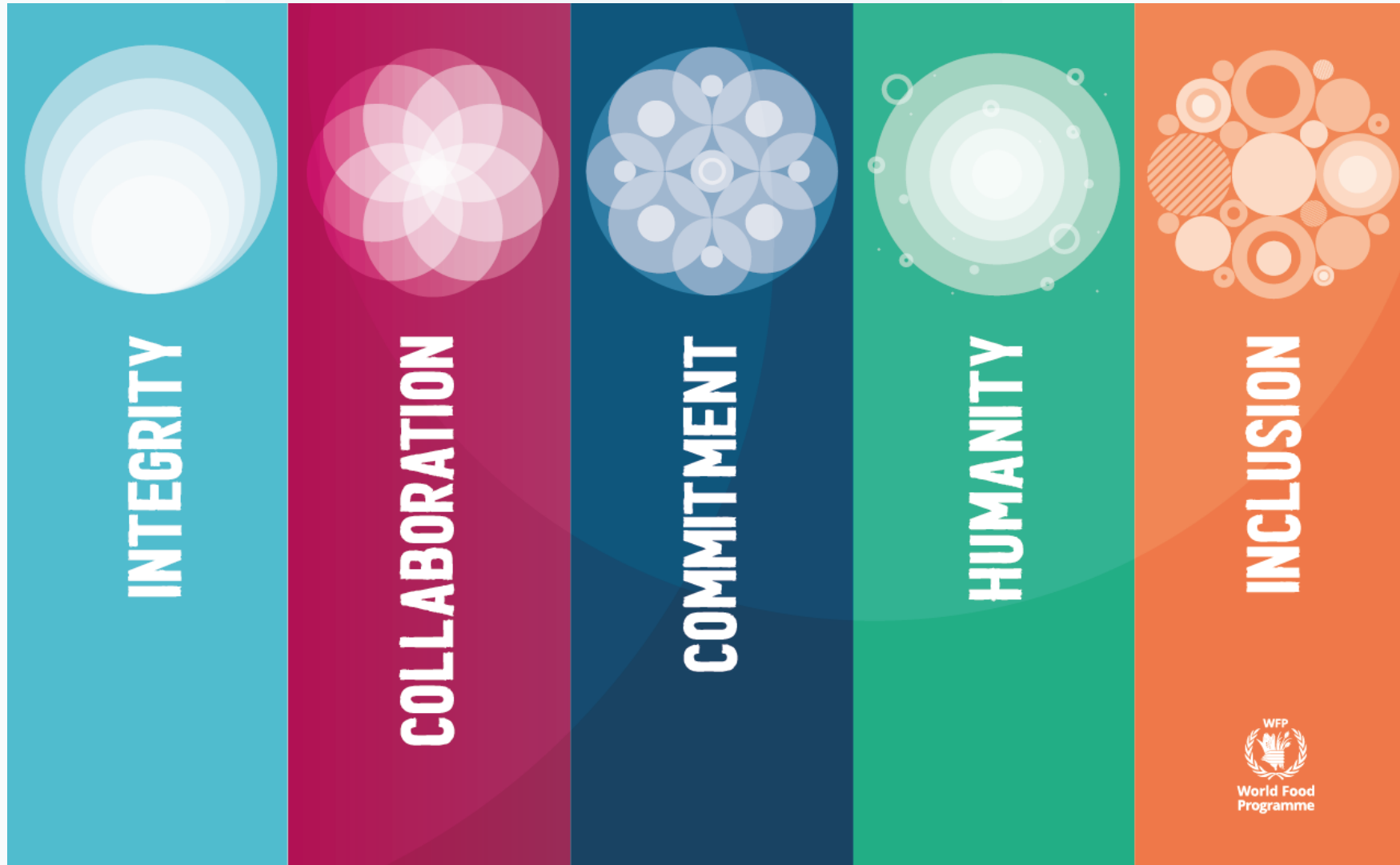


United Nations System Values

WFP Values	 INTEGRITY	 COLLABORATION	 COMMITMENT	 HUMANITY	 INCLUSION
UN Values	 INTEGRITY		 PROFESSIONALISM		 RESPECT FOR DIVERSITY
UNHCR Values	 INTEGRITY		 PROFESSIONALISM		 RESPECT FOR DIVERSITY
UNDP Values	 INTEGRITY, TRANSPARENCY	 RESULTS ORIENTATION	 ACCOUNTABILITY, PROFESSIONALISM		 MUTUAL RESPECT
UNICEF Values	 INTEGRITY, TRUST		 ACCOUNTABILITY	 CARE	 RESPECT
FAO Values	 INTEGRITY AND TRANSPARENCY		 COMMITMENT TO FAO		 RESPECT FOR ALL
IFAD Values	 INTEGRITY	 FOCUS ON RESULTS	 PROFESSIONALISM		 RESPECT

Note: The comparison across values is done taking into account the list of WFP Values and respective capabilities.

WFP Values



The infographic consists of five vertical bars, each representing a value. From left to right: 1. Integrity: Teal bar with a white circular icon of concentric circles. 2. Collaboration: Maroon bar with a white circular icon of overlapping circles. 3. Commitment: Dark blue bar with a white circular icon of a cluster of circles. 4. Humanity: Green bar with a white circular icon of a central circle surrounded by smaller circles. 5. Inclusion: Orange bar with a white circular icon of a cluster of circles of various sizes. The text 'INTEGRITY', 'COLLABORATION', 'COMMITMENT', 'HUMANITY', and 'INCLUSION' is written vertically in white capital letters on each bar. A small WFP logo is located at the bottom right of the orange bar.

INTEGRITY

COLLABORATION

COMMITMENT

HUMANITY

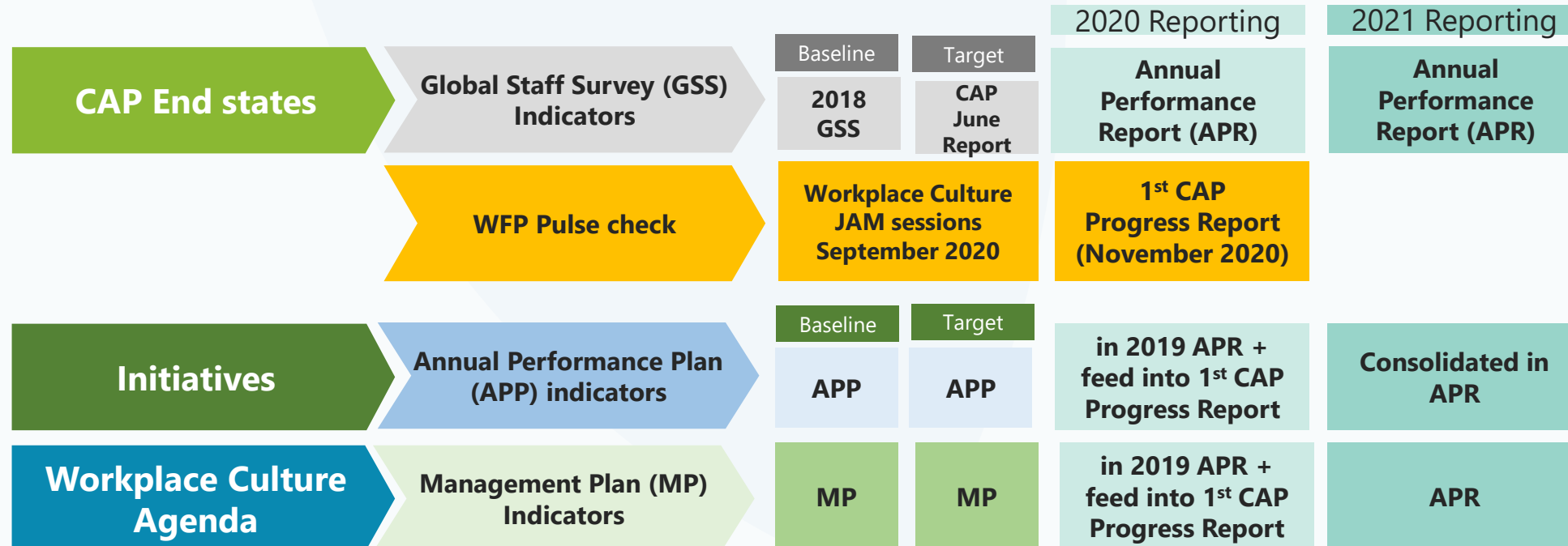
INCLUSION

WFP
World Food
Programme

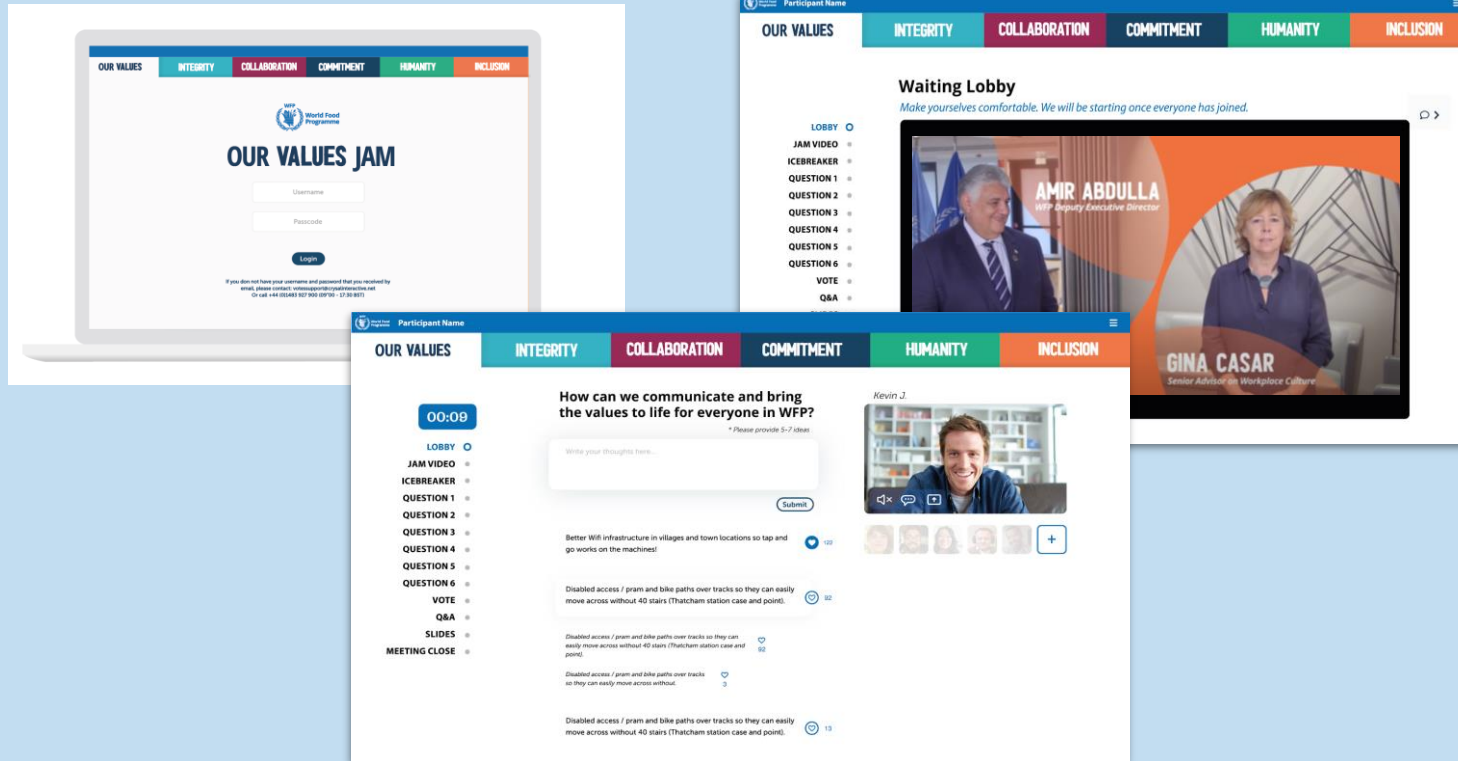


Watch [here](#)
the Values
Animation video

Measuring CAP progress



CAP pulse check on the core areas



Q1: How can you and your team demonstrate our WFP values in your day-to-day work?

Q2: What is the one thing WFP must do in the next three to six months to demonstrate we are serious about living the values?

Q3: What would you need to see to believe leaders and managers are committed to the values?

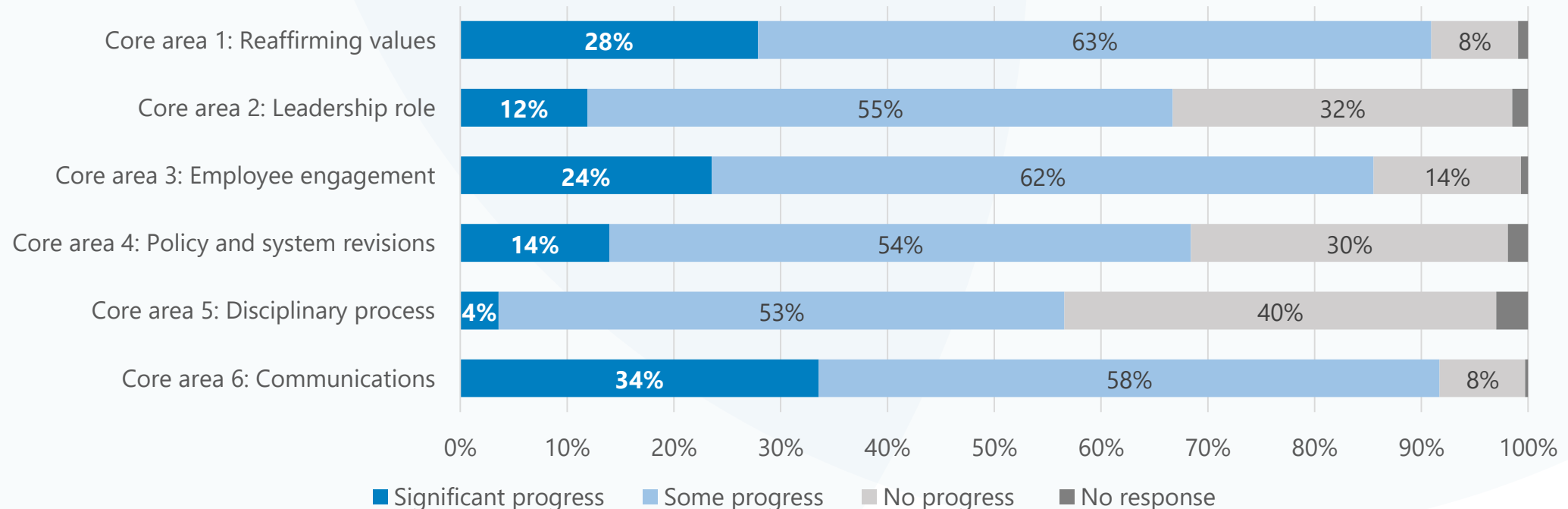
Q4: Which processes are the most important to align to the values?

Q5: How we can motivate and engage you in our communications around the values?

CAP pulse check summary

Participants were asked to rate how they feel we are progressing based on the following scale:

1 = (no progress) 2 = (some progress) 3 = (significant progress)



Note: The Progress Pulse Check refers to the responses that were captured during the Values Jam Sessions, a one-hour inclusive and online workshop held from eight to 10 September 2020, which involved 1,043 WFP employees from over 90 countries.

Stories from the field – Guatemala CO

Promoting 1
value, every
two weeks

ACTIVITIES INCLUDE:

- Computer wallpaper
- Picture frames
- Email signatures
- WhatsApp messages
- Contests
- Discussions to deepen value understanding
- Video sharing and promotional material from HQ

GOAL - Staff to identify with each value:

- ✓ INTEGRITY
- ✓ COLLABORATION
- ✓ COMMITMENT
- ✓ HUMANITY
- ✓ INCLUSION

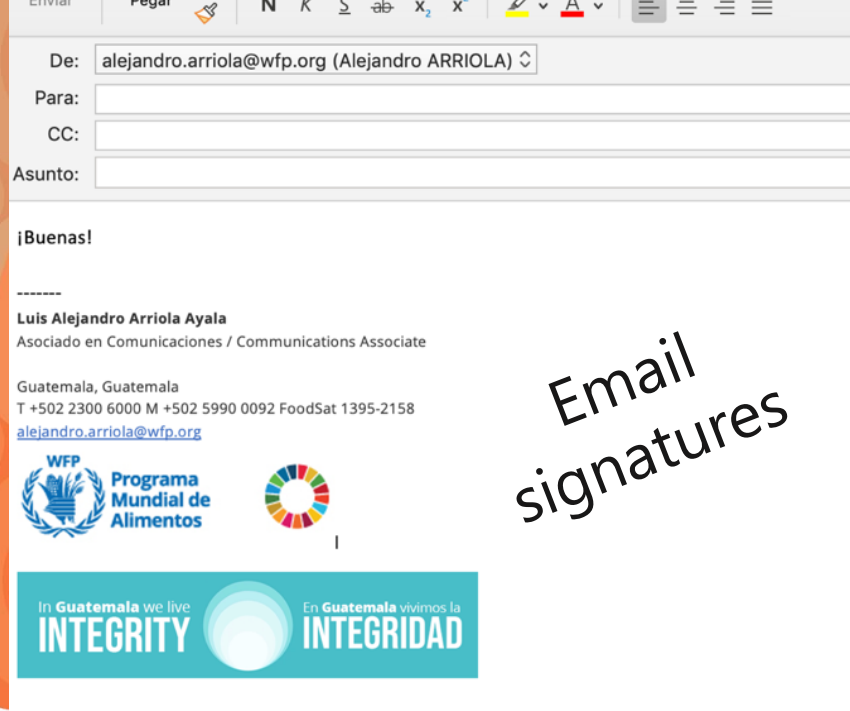
Wallpapers



Contests



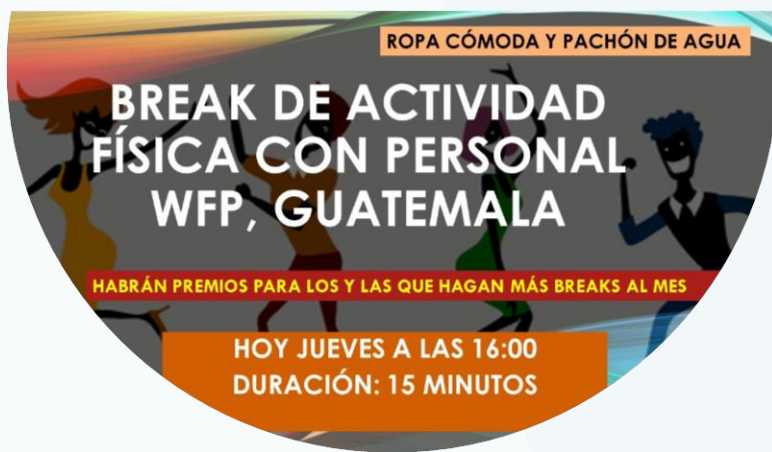
Photo frames



Email signatures



Other initiatives



- A **staff wellness strategy** is in place with an approved budget and a **staff wellness committee** duly set.
- Weekly **support group sessions** to keep staff connected. Promotes care for one another. Relevant topics being discussed.
- **15 minutes breaks**, three times a week, to promote physical health.
- **Virtual celebration** of achievements.
- **Office renovation** project.
- Actions to **protect staff from COVID-19** and **assist** them when needed.
- Implementation of **corporate initiatives** related de PSEA, Respect, Inclusion, among others.



LABORATION

COMMITMENT

HUMANITY

INCLUSION



THANK YOU