

Workplace Culture

Induction Session for EB
New Members

September 2022

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Workplace Culture

OUR VALUES

INTEGRITY

COLLABORATION

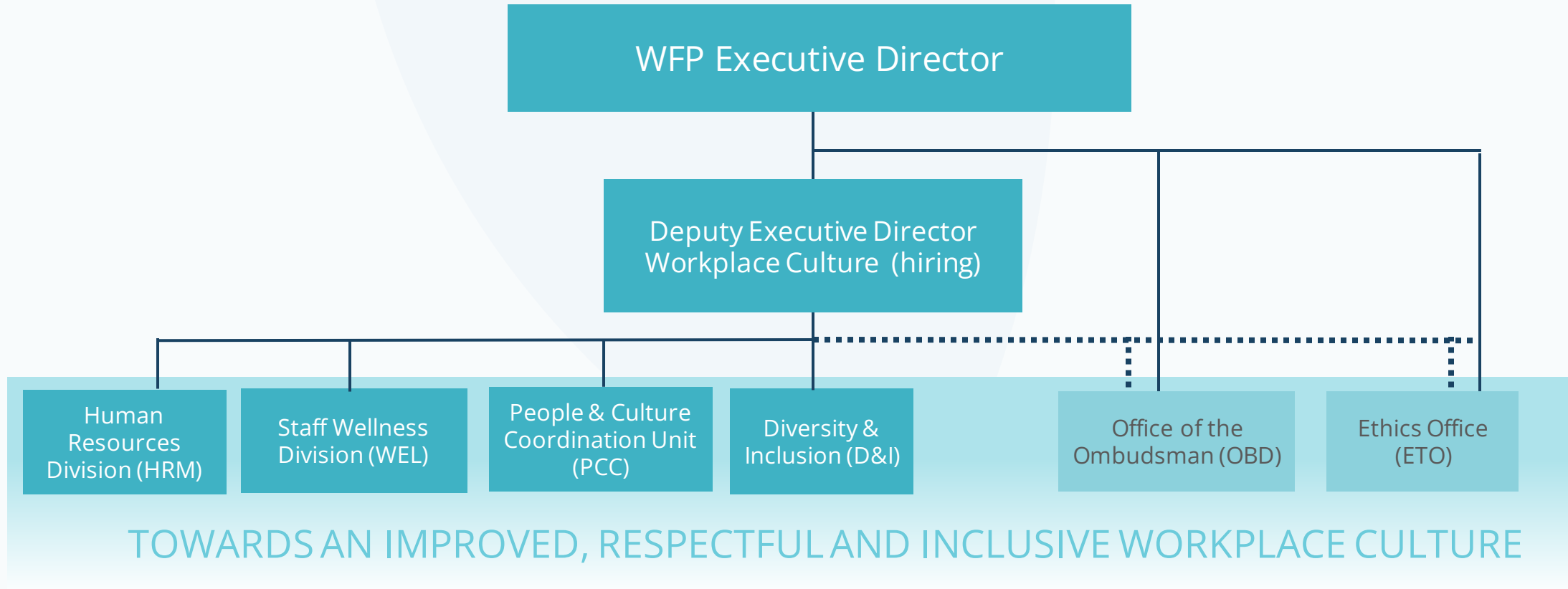
COMMITMENT

HUMANITY

INCLUSION

Workplace Culture Department

An entire Department dedicated to putting people at the centre



Our strategic approach

Building on the corporate priority 'People Management', we work:

- To lead efforts to address all issues related to workplace culture, as well as to people management and employee wellbeing, to strengthen WFP as an improved, inclusive and respectful workplace
- To achieve excellence in people management and human resources practices, as well as to enhance services to employee wellbeing and health



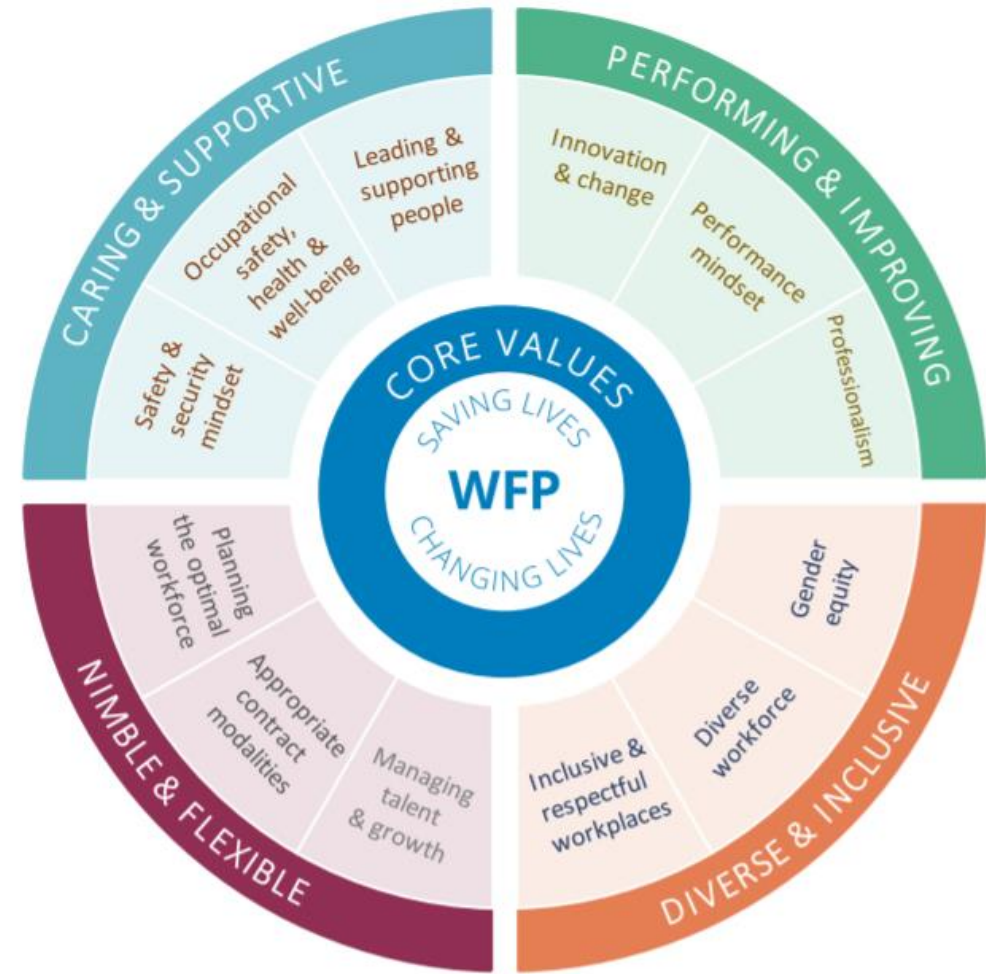
How do we achieve this?

By establishing corporate frameworks that enable the Organization to realize a vision of an improved, inclusive and respectful workplace

- **WFP People Policy, approved by WFP Executive Board in June 2021:** to establish a coherent framework for people excellence at WFP anchored in four priority areas: nimble and flexible, performing and improving, diverse and inclusive, caring and supportive
- **Reaffirmation of the Values:** to establish an organizational culture that is centered around five reaffirmed values that are embedded in all aspects of WFP's management and processes

WFP People Policy

- PURPOSE:** to establish a **coherent framework for excellence in people management** by outlining WFP’s workforce vision, priorities and commitments, and its expectations for employees’ behaviour towards each other and towards the organization.
- VISION:** the future WFP workforce is one of **diverse, committed, skilled and high performing teams**, selected on merit, operating in a healthy and inclusive work environment, living WFP's values and working with partners to save and change the lives of those WFP serves.



WFP Strategic Plan 2022-2025

The **vision** of the future WFP workforce is one of **diverse, committed, skilled and high performing teams**, selected on **merit**, operating in a **healthy and inclusive** work environment, **living WFP's values** and **working with partners to save and change the lives of those we serve**.

WFP People Policy

Country Strategic Plans and functional strategies *illustrative not exhaustive list

HRM

MSD

TEC

WEL

SEC

FIN

Country Strategic Plan

Plans, processes, systems and tools *illustrative not exhaustive list

Leadership Framework

Staffing Framework

Disability and Inclusion Roadmap

Respectful Workplace Advisors

Management Plan

Mutual commitments and individual behaviours

Integrity

Collaboration

Commitment

Humanity

Inclusion

Addressing people management capacity: equipping managers with skills and tools

- **Empowering managers to address workplace issues:** reinforcing managers' accountability enabling managers to de-escalate and manage workplace conflicts through trainings (CD/DCD Induction Training; Head of Field Office Programme; WFP Supervisory Programme)
- **Leadership framework and enhancement of leadership skills through training:** embedded the corporate values in the Leadership Framework and all people management practices and assessments
- **Global mentoring programme:** being rolled out from October 2022, to build skills and share knowledge and experience, open to all employees irrespective of grade
- **PACE upward feedback pilot completed:** encouraging a harmonious workplace in supervisor's performance assessments and contributing to holding supervisors accountable for performance management and appraisals
- **Inclusive Leadership Programme for senior leaders:** creates a compelling business narrative for inclusion, assesses inclusion capability, blind spots and psychological safety, and deepens specific inclusion skills to enhance impact

We also achieve change by listening to and engaging with our employees

Values Consultation

- More than 5,000 employees contributed to the reaffirmation of the five corporate values – followed by the ‘See the Difference’ campaign, highlighting improvements in the workplace

Speak up! Sessions

- Over 8,500 employees have been reached worldwide so far through awareness-raising sessions to inform employees on what to do when things go wrong in the workplace

RESPECT Campaign

- A series of workshops, called pillars, to engage every employee in meaningful conversations to ensure our workplaces are safe and harmonious. A new digital version is being rolled out in 2022 to allow wider participation

Global Staff Survey (GSS) 2021

- More than 16,600 colleagues participated in the GSS 2021 – the highest response rate for a large UN agency. Despite progress reported in all areas, Offices and Teams are encouraged to create Action Plans to address challenges

And we will continue living up to WFP Values

- Our values define our collective identity and connect us together.
- They inspire us to be better for the people we serve and for each other.
- And when we live according to them, we Save Lives and Change Lives even more effectively.



INTEGRITY
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 honestly
- Exceeding high standards and quality
- Do the right thing, even if it means saying no
- Lead and listen, accept feedback in a learning way

Our Values | Integrity | Collaboration | Commitment | Humanity | Inclusion

SAVING LIVES. CHANGING LIVES.



COLLABORATION
We value working together towards our shared vision.
We believe that no problem is insurmountable when we work together. We believe we can do even more to help and support each other.

Behaviours

- Work together towards common goals and results
- Work closely with all our stakeholders to deliver
- Provide our solutions and our guidance
- Adapt and adjust to change

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SAVING LIVES. CHANGING LIVES.



COMMITMENT
We value delivering on our promises to each other.
We believe that we can tackle any challenge we are faced with. We believe that we can challenge ourselves to own our actions and the consequences more.

Behaviours

- Follow through on what we say we will do
- Take responsibility for our own words and actions
- Stand up to the highest standards
- Take action to get things done

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SAVING LIVES. CHANGING LIVES.



HUMANITY
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 need to show more care and empathy towards each other.

Behaviours

- Show empathy for others
- Provide assistance to our most vulnerable
- Take care of our people and partners
- Be respectful and listen to others

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INCLUSION
We value respecting each others unique contribution.
We believe that our diversity makes us unique and strong. We believe we need to be more appreciative of each other and our differences.

Behaviours

- Respect individual differences
- Appreciate the contribution of every member of the team
- Ensure that people are given equal access to opportunities
- Listen and understand

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THANK YOU