



# Update on the organization structural review

Executive Board Informal Consultation

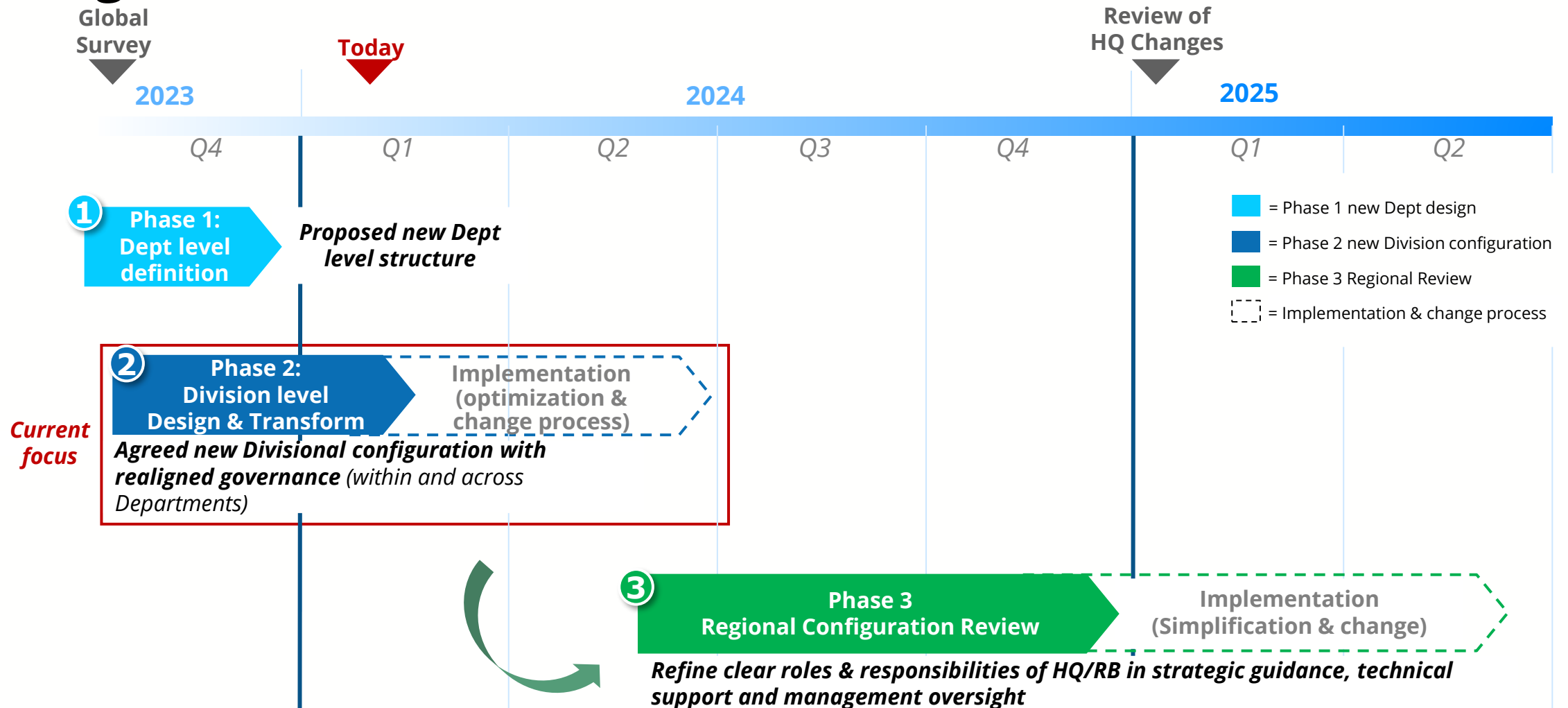
January 31<sup>st</sup>, 2024



World Food Programme

SAVING  
LIVES  
CHANGING  
LIVES

# Multiyear timeline: three distinct phases for WFP Organizational evolution and transformation



# Global survey: In September, HQ and Field Directors identified 5 main challenges in WFP organizational structure

## Challenges/Areas for improvement



**Fragmentation, duplication, lack of coordination and ineffective governance**

**Large number of departments and divisions**, with duplication overlaps within HQ (**horizontal**) leading to **lack of coordination and collaboration**, with ineffective governance



**Lack of clarity of Roles & Responsibilities**

Unclear roles of HQ/RB in **strategic guidance, technical support and management oversight**. Key processes require major revamp to guarantee **vertical accountability**



**Increased bureaucracy and lack of agility**

Over proliferation of policies, procedures, systems and guidance, **hampering agility in decision-making and response times**



**Suboptimal allocation of resources across organization**

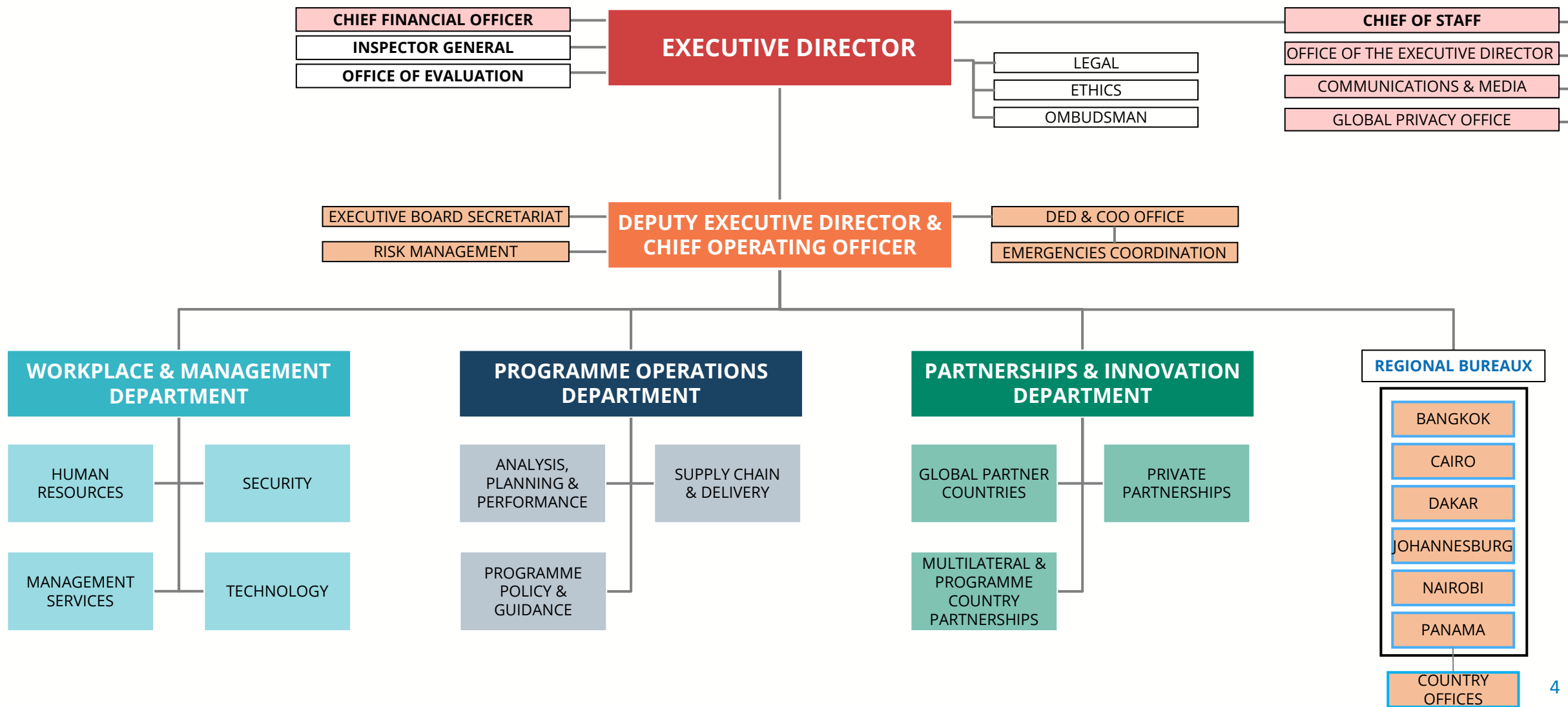
Resources **across Departments and Divisions are not strategically distributed**. WFP investing in **duplicative systems**



**Unclear vision and prioritization of activities**

**Uncertain strategic guidance at global and departmental level** on organizational priorities

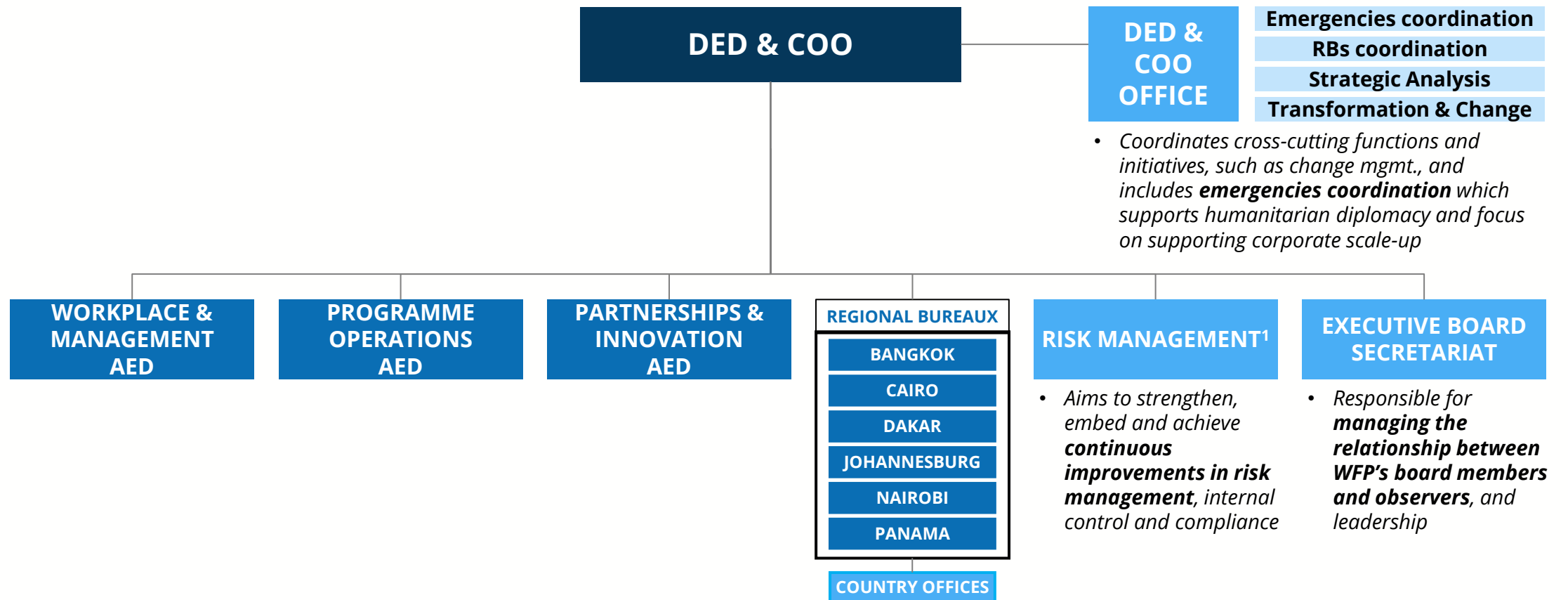
# WFP organizational structure



# Deputy Executive Director & Chief Operating Officer

## Organizational structure

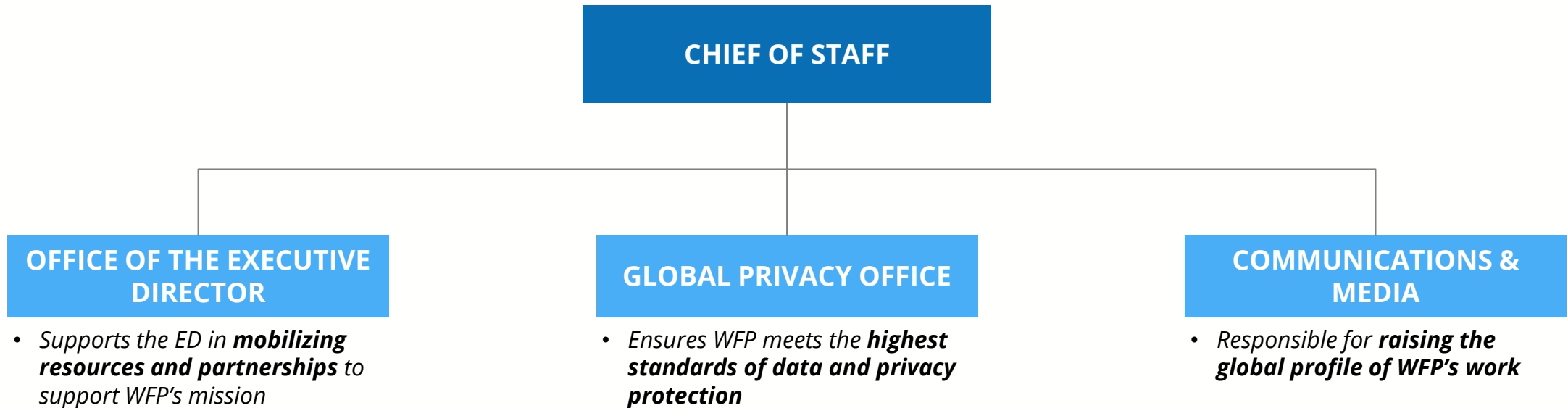
Legend:  Level 2  Level 3  Functional areas



Note: 1. Including BCM (Business Continuity Management)

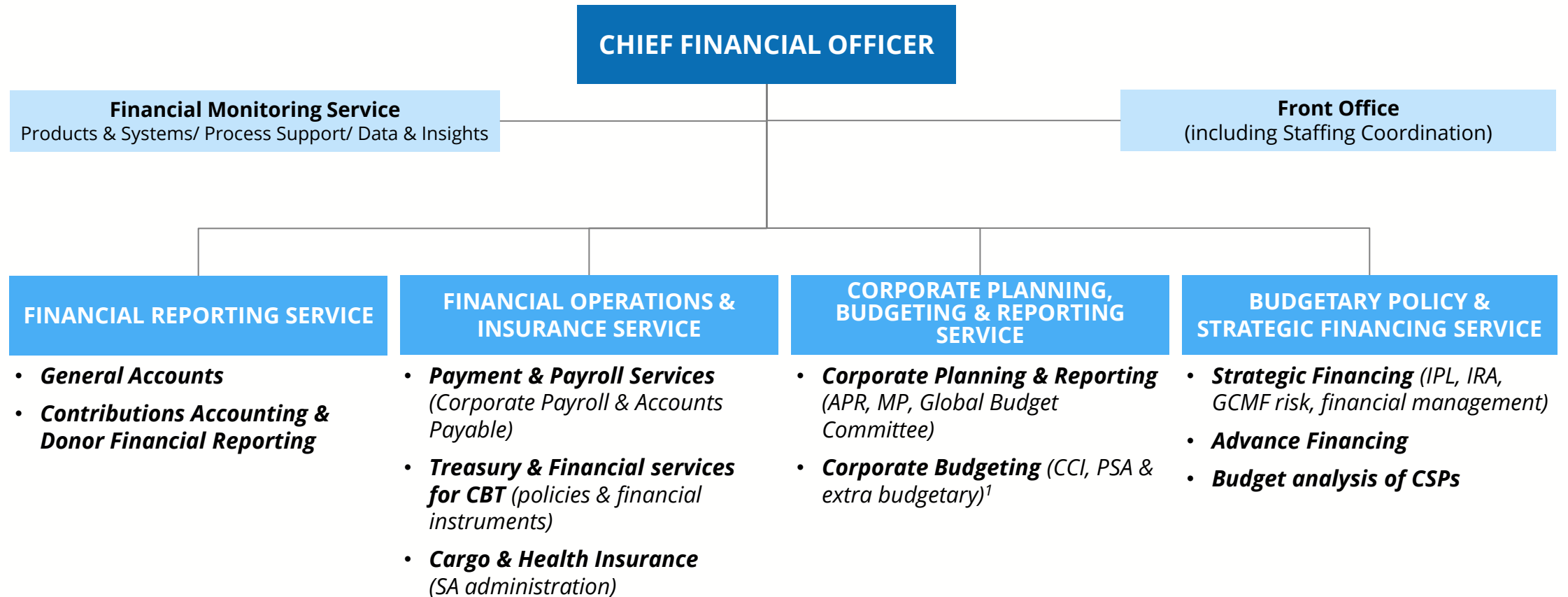
# Chief of Staff Organizational structure

Legend:  Level 2  Level 3  Functional areas



# Chief Financial Officer Organizational structure

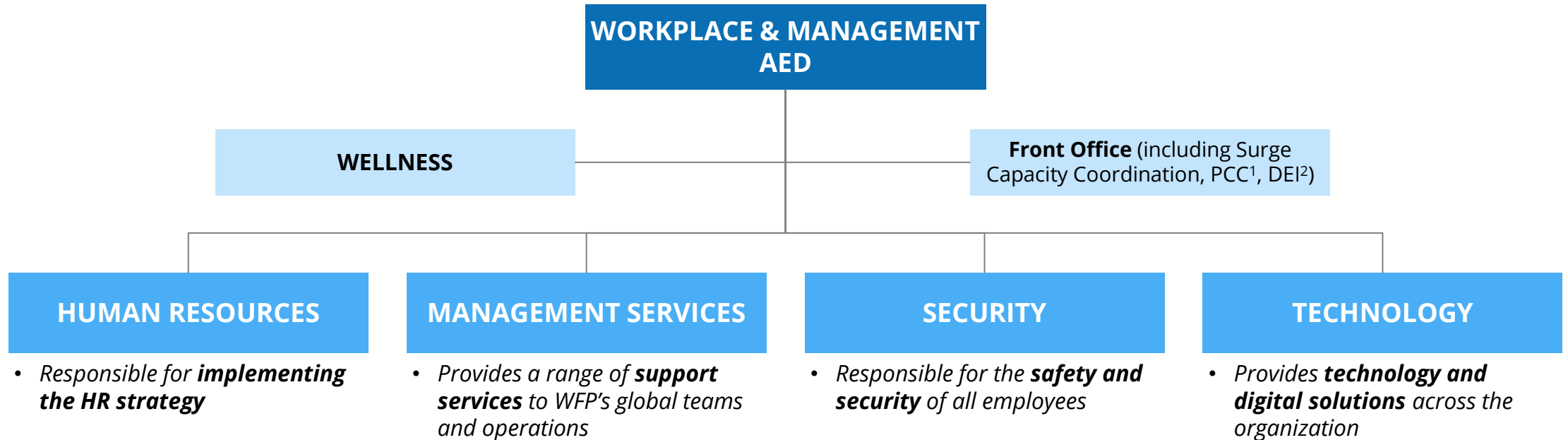
Legend:  Level 2  Level 3  Functional areas



Note: 1. Includes CPPX part of programming of PSA & CCIs and Corporate Payroll

# Workplace & Management Department Organizational structure

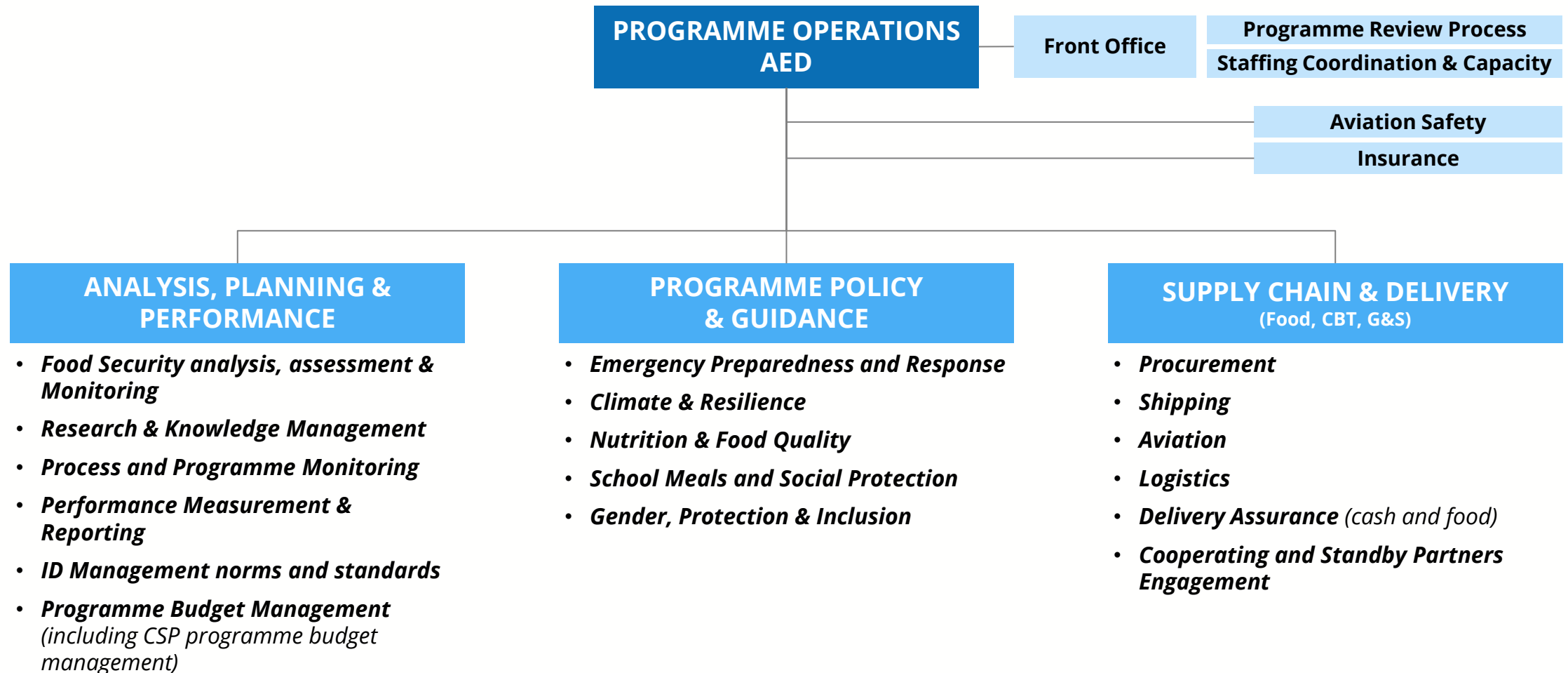
Legend: ■ Level 2 ■ Level 3 ■ Functional areas





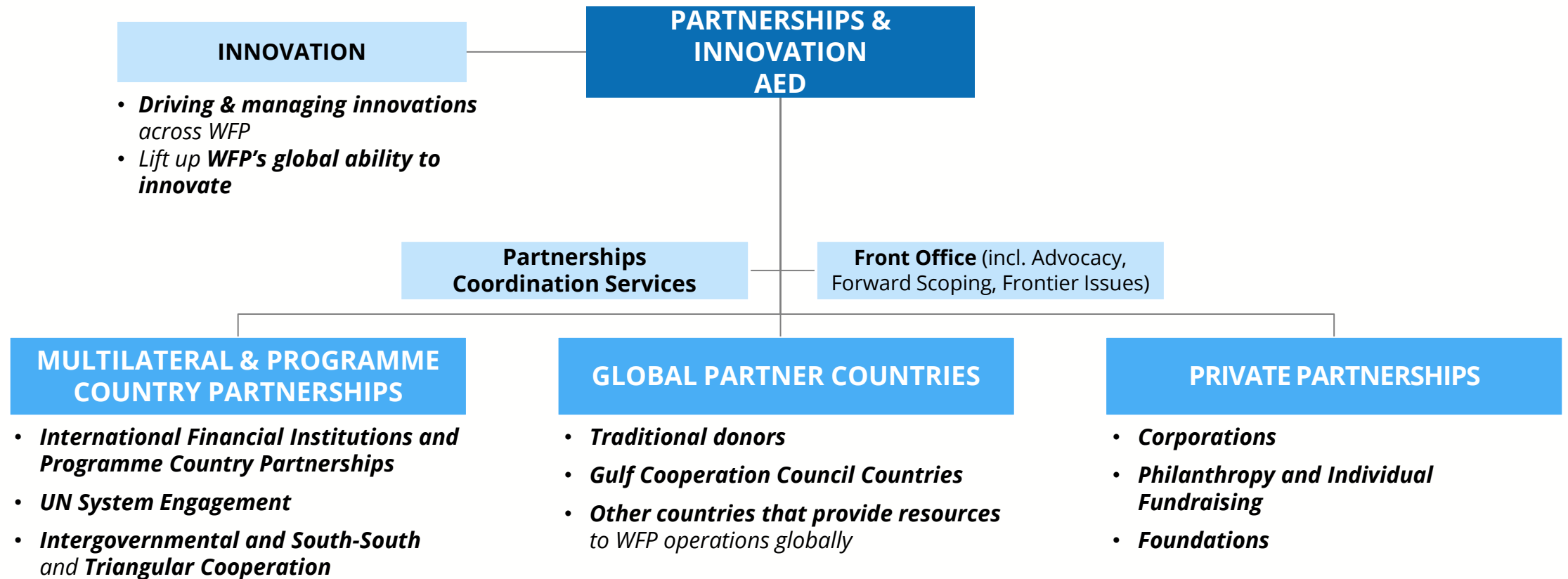
# Programme Operations Department Organizational structure

Legend:  Level 2  Level 3  Functional areas



# Partnerships & Innovation Department Organizational structure

Legend: ■ Level 2 ■ Level 3 ■ Functional areas



## Next steps



**Implementation** of HQ organizational changes



**Governance** review of new organizational structure



**Regional configuration** review



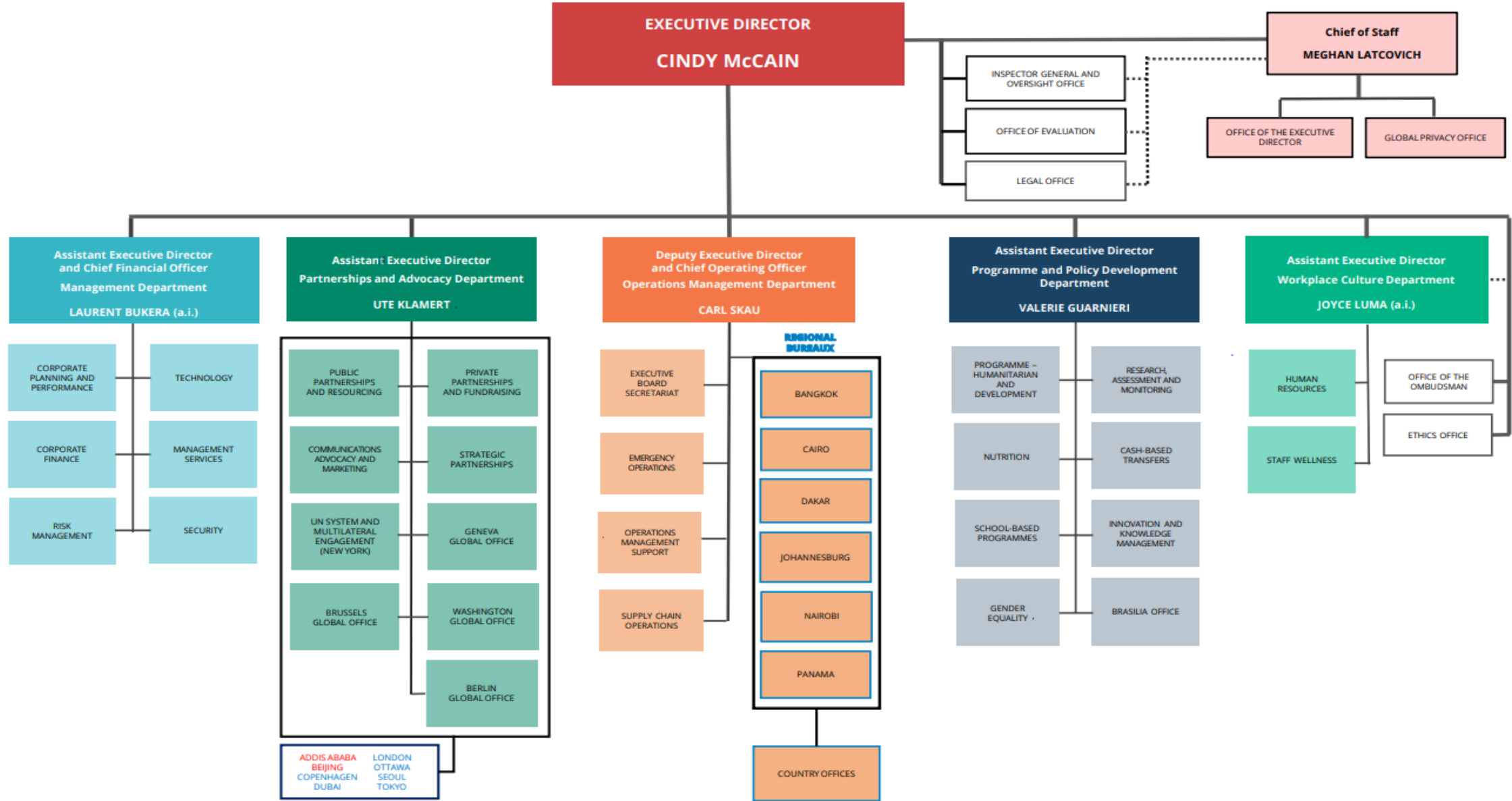
# Thank you!



**World Food  
Programme**

Picture Source: WFP Multimedia Hub

# Latest organisation structure with 5 Departments



ADDIS ABABA  
BEIJING  
COPENHAGEN  
DUBAI  
LONDON  
OTTAWA  
SEOUL  
TOKYO

Reporting to Public Partnerships and Resourcing  
Reporting to Strategic Partnerships