

THE Transformation AGENDA

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INSIDE THIS ISSUE	
WHAT IS THE TRANSFORMATION AGENDA.....	P1
WHY A TRANSFORMATION AGENDA.....	P1
HOW ARE WE GOING TO CHANGE....	P2
EXPECTED RESULTS.....	P2
MILESTONES.....	P3



“ I am convinced that effective implementation of the Transformation Agenda will contribute to taking health on the Africa continent to the next level. ”

Dr Matshidiso Moeti
WHO Regional Director for Africa

WHAT IS THE TRANSFORMATION AGENDA?

It is a programme for accelerating the implementation of WHO reform within the WHO African Region. It is a vision and a strategy for change aimed at facilitating the emergence of “the WHO that the staff and stakeholders want.” Its objective is to ensure that the WHO Secretariat in the African Region evolves into the primary leader in health development in Africa. The Transformation Agenda is bold, ambitious and seeks to engender a regional health organisation that is foresighted, proactive, responsive, results-driven, transparent, account-able, appropriately resourced and equipped to deliver on its mandate;

WHY A TRANSFORMATION AGENDA?

1. Member States, regional and global stakeholders expect a change in the way WHO does business in the African Region. They would like to see an appropriately resourced and equipped WHO that is responsive and effective in strengthening national health systems; coordinating disease prevention and control, including outbreak preparedness and response; and launching supranational actions in support of global health security.

2. The need to speed up reform was brought into sharp focus by the Ebola Virus Disease (EVD) epidemic in West Africa which raised widely-expressed concern about the response of WHO.



3. The Transformation agenda stems from wide-ranging consultations with stakeholders and it has four focus areas, namely: pro-results values, smart technical focus, responsive strategic operations, and effective communication and partnerships.

HOW ARE WE GOING TO CHANGE?

We will effect change across four focus areas namely: pro-results values; smart technical focus; responsive strategic operations; and effective communication and partnerships. Each of these focus areas will have a set of strategic actions with clear implementation timelines, and be closely aligned with the ongoing global reforms (managerial, programmatic and governance) of WHO.

Four transformation focus areas have been prioritized. These are:

PRO-RESULTS VALUES

In carrying out our work, staff are expected to demonstrate values of excellence, team work, accountability, integrity, equity, innovation and openness.

SMART TECHNICAL SUPPORT

The technical areas of WHO's work in the African region will be prioritized in line with regional priorities and commitments. Along with a strengthened culture of evaluation, the Organization's interventions will be based on evidence and lessons learned from experience.

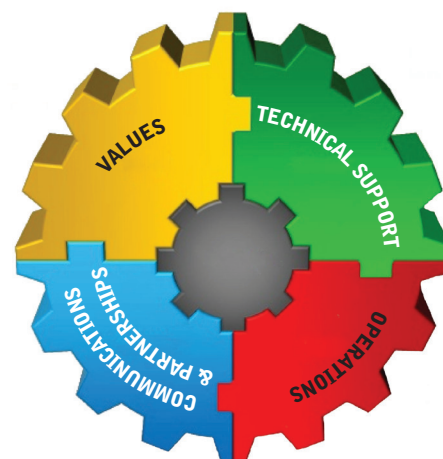
RESPONSIVE STRATEGIC OPERATIONS

The goal of this focus area is to evolve into an organization with enabling functions that efficiently support the delivery of programmes. This area is aligned with WHO's managerial reform through the following outcomes: staffing matched to needs at all levels of the Organization; financing and resource allocation aligned with priorities; and managerial accountability, transparency and risk management assured.

EFFECTIVE COMMUNICATIONS & PARTNERSHIPS

We have to be more responsive and interactive in communicating internally among staff members and externally with stakeholders. It is aligned with WHO's managerial and governance reforms through the following outcomes: improved strategic communication, streamlined reporting of and communication with Member States; and strengthened effective engagement with other stakeholders.

4 transformation focus areas



For each of the four transformational focus areas, a set of expected results have been defined as follows:

EXPECTED RESULTS

EXPECTED RESULTS FOR PRO-RESULTS VALUES:

The expected results are: enhanced accountability by individuals and teams; improved fairness in rewards, recognition and sanctions for staff members; responsive, supportive and inclusive teams; and enhanced ethical standards for the staff.

EXPECTED RESULTS CONT'D



EXPECTED RESULTS FOR SMART TECHNICAL FOCUS :

Expected results for Smart Technical Focus : The expected results are: strengthened regional capacity for health security, including effective preparedness and timely response to disease outbreaks and emergencies, and polio eradication; accelerated progress on Millennium Development Goals (MDGs) and implementation of sustainable development goals (SDGs); enhanced knowledge management (KM), an integrated approach of working that cuts across programs and clusters within the WHO African Region to facilitate progress towards universal health coverage (UHC); and



EXPECTED RESULTS FOR RESPONSIVE STRATEGIC OPERATIONS:

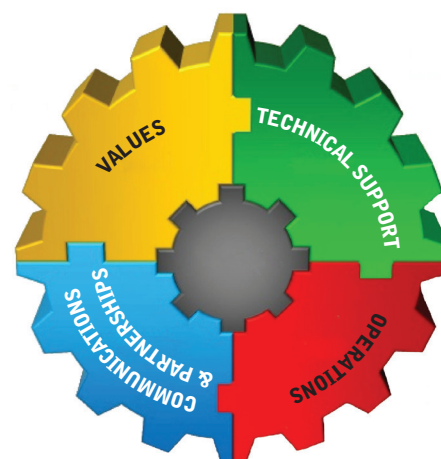
The expected results are: human, financial and material resources aligned with the identified priorities; strengthened WHO human resource capacity; enhanced transparency in recruitment, placement and performance management; improved efficiency and accountability in the areas of finance, procurement and general management; and improved leveraging and use of available technologies and tools, especially GSM and Business Intelligence dashboards.



EXPECTED RESULTS FOR EFFECTIVE COMMUNICATIONS & PARTNERSHIPS:

The expected results are: enhanced internal communication between and across all the three levels of the Organization; reinforced external communication; and strengthened strategic partnerships.

4 transformation focus areas



STRATEGIC ACTIONS

In order to achieve each expected result, strategic actions have been defined. The strategic actions for each area are organized along three levels of timeline: actions to commence within the:

- first 100 days;
- strategic actions for the first two years (deadline, January 2017);
- and actions that will continue into the third, fourth and fifth years of the term of the WHO Regional Director for Africa (up to January 2020).

DELIVERY TIMELINES

