



“A blueprint for creating a more **people-centred organization** that focuses on the development and welfare of WFP employees **to better serve its beneficiaries**”

REINFORCE A PERFORMANCE MINDSET	EQUIP HIGH-IMPACT LEADERS
BUILD WFP'S TALENT	SHIFT THE FOCUS

WFP People Strategy imperatives

WFP EVALUATION



CONCLUSIONS

<p>Progress made against all four imperatives</p>	<p>WFP is performing well but needs to address inequities, strengthen accountability for good people management and address gender equality and workforce diversity</p>	<p>WFP urgently needs to attract and develop the best workforce possible, reflecting commitment to human rights, gender equality, diversity and inclusion</p>
<p>Important elements of WFP's human resource management are not yet as good as they should be</p>		



RECOMMENDATIONS

- Develop a new People Policy
- Implement an organizational change management process
- Revise WFP human resources functional strategy to continue professionalisation of the function
- Develop an accountability framework for supervisors to achieve excellence in people management
- Conduct a comprehensive review of contract modalities
- Ensure proactive information-sharing with WFP employees