

**FOR
INFORMATION**

EBAP/21/1

January 21, 2021

To: Members of the Executive Board

From: The Secretary

Subject: **Notification of the Establishment of the Office of Innovation and Change**

Board Action: Executive Directors' **information**

Additional Information: Attached is a memorandum from the Managing Director.



OFFICE MEMORANDUM

To: The Members of the Executive Board

January 21, 2021

From: The Managing Director

Subject: **Notification of the Establishment of the Office of Innovation and Change**

In accordance with Rule N-12, I wish to inform the Executive Board of the creation of the Office of Innovation and Change within OMD, effective February 4, 2021.

The COVID-19 crisis during 2020 has proved the Fund is capable of significant change and innovation, but much more is needed to ensure that the Fund can best serve its membership during the crisis and beyond. The crisis and the new challenges it presents to the Fund and its membership has accelerated the need for an organizational approach that embeds a mindset of innovation and agility into the day-to-day working of staff. The synergies and complements of an integrated CMU-ILU team structure will help foster agility, collaborative and innovation at the Fund.

The new Office of Innovation and Change (OIC) will build on the solid foundation laid by the ILU and the CMU and develop an integrated corporate agenda which will continue to feature modernized platforms that foster enhanced collaboration and promote a mindset of innovation, enable staff to think broadly and openly to solve problems, bring staff and partners together to forge new solutions, and identify and accelerate promising high-impact initiatives. It will also support senior management in steering and managing the prioritized portfolio of organizational change initiatives and will help ensure that changes are better understood, coordinated and embedded across the Fund. It will provide project planning and execution support for initiatives as required. The office will integrate a focus on supporting behavior and culture change, and institutional adoption of an innovation mindset and impactful creative solutions to help the Fund realize its vision of being agile, collaborative and innovative.

The Office will be headed by Ms. Gina Paone (currently Unit Chief, CMU), reporting to the First Deputy Managing Director, Mr. Geoffrey Okamoto, on behalf of Management.