

The NEW ERA is with everyone on board

First Town Hall with WMO staff members



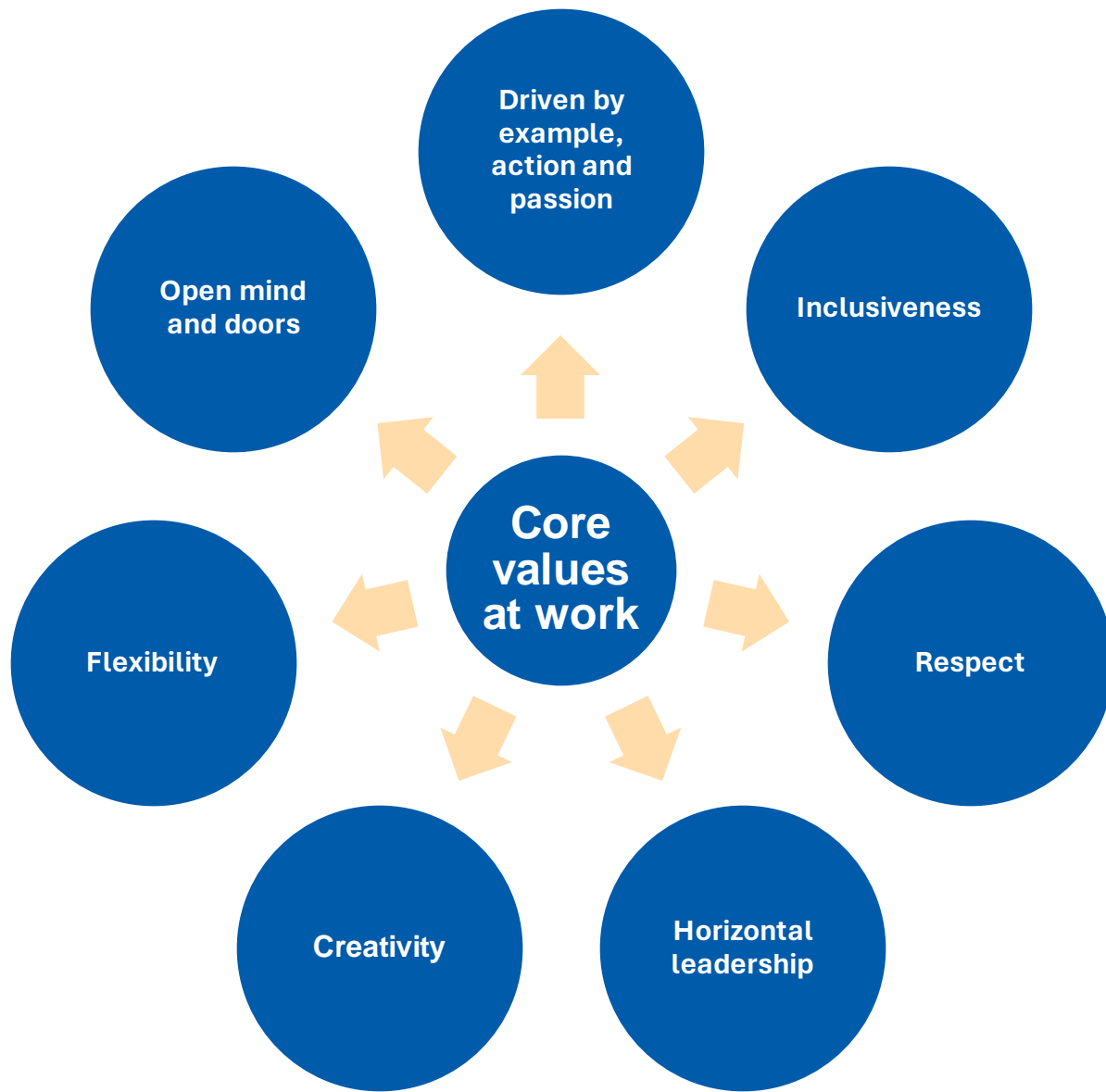
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Who I am

- PhD in Atmospheric Sciences - University of Buenos Aires- Argentina
- Professor at the UBA (30 years) - Head of Research Group
- Director of the National Meteorological Service of Argentina (9 years)
- WMO EC member, 2nd VP, 1st VP (since 2015)





Our strengths

- UN specialized agency with clear mandate: *climate-weather-water-environment*. We work based on science and solid information.
- Long history engaging with country Members:
 - monitoring the earth system,
 - sharing information,
 - defining best practices,
 - supporting operational and critical services,
 - promoting targeted science to improve infrastructure, service delivery and policymaking
 - contributing to capacity development, seeking to reduce the development gaps
- Climate change, water and food security, energy transition, sustainability ARE CORE ISSUES for every country. Are core issues for **HUMANITY**
- We are here to make a difference, to work for a better world. We are common people working for the benefit of the global community. THIS IS REALLY SPECIAL; THIS IS A GIFT earned by WMO through history. We have a wonderful group of people to achieve our goals.



Our current *limitations*

within the organization

- »»» Working in silos
- »»» Lack of trust
- »»» Too vertical
- »»» Too bureaucratic

outside the organization

- »»» Slow at implementing
- »»» Weak/loose interaction with partners and UN family
- »»» Limited visibility
- »»» Members not always on board

Question #1

Do you agree with this basic assessment?

What other limitations we need to include in our
top 5?






3. What kind of Organization do we aspire to be?

Transforming words into action I

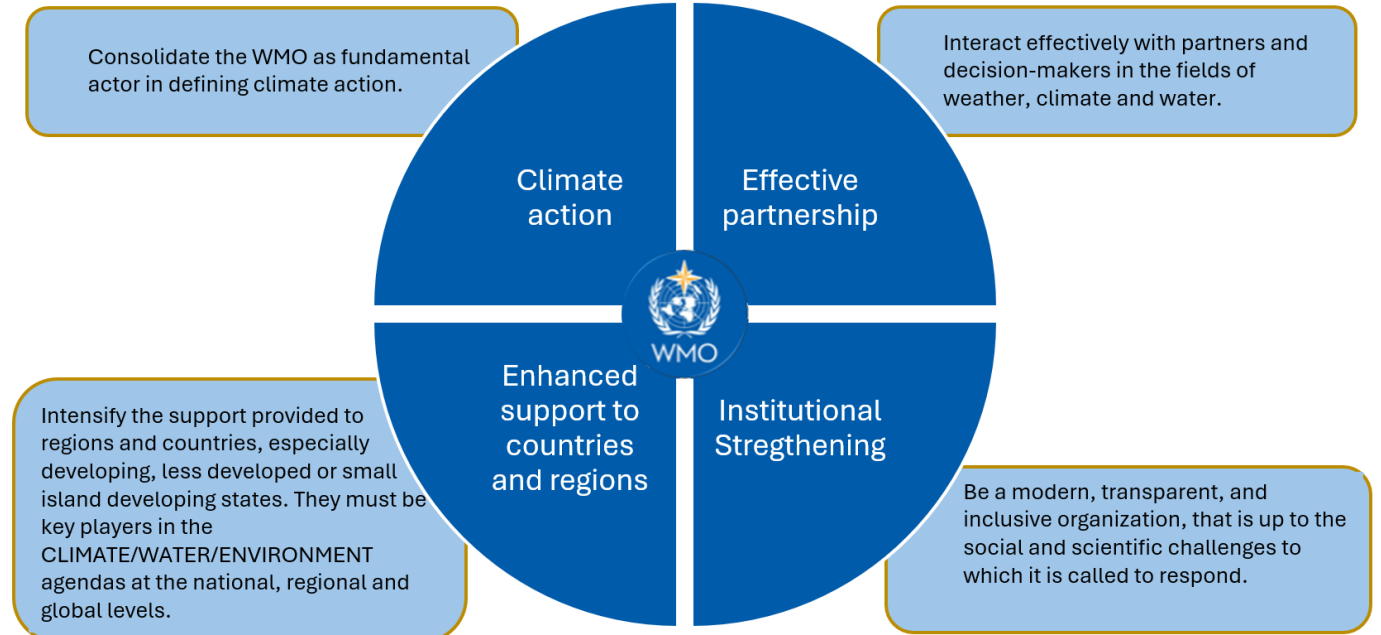
Transforming Members aspirations into a collective vision

The “WHAT”

WMO Strategic Plan 2030

VISION	A world where all nations, especially the most vulnerable, are more resilient to the socioeconomic impact of extreme weather, climate, water and other environmental events, and empowered to boost their sustainable development through the best possible weather, climate and water services				
OVERARCHING PRIORITIES	Preparedness for, and reducing loss of life, infrastructure and livelihood from hydrometeorological extremes	Climate-smart decision-making to build resilience and adaptation to climate risk	Socioeconomic value of weather, climate, hydrological and related environmental services		
CORE VALUES	Accountability for results and transparency	Collaboration and partnership	Inclusiveness and diversity		
LONG-TERM GOALS	1 Services  Better serve societal needs	2 Infrastructures  Enhance Earth system observations and predictions	3 Science and Innovations  Advance targeted research	4 Member Services  Close the capacity gap	5 Smart Organization  Strategic realignment of WMO structure and programmes
STRATEGIC OBJECTIVES	1. National multi-hazard early warning/alert systems 2. Policy- and decision-supporting climate information & services 3. Hydrological services 4. Decision-supporting weather information & services 5. Changes in the cryosphere and downstream impacts	1. Acquisition of Earth system observation data (WIGOS) 2. Access to, exchange and management of Earth system observation data and products (WIS) 3. Access to and use of numerical analysis and Earth system prediction products	1. Advance scientific knowledge of the Earth system 2. Enhance science-for-service value chain to improve predictive capabilities and analysis 3. Advance policy-relevant science	1. Enable developing countries to provide and utilize essential services 2. Develop and sustain core competencies and expertise 3. Scale up partnerships for investment in sustainable cost-efficient infrastructure and service delivery	1. Optimize WMO constituent body structure 2. Strategic partnerships 3. Advance equal, effective and inclusive participation 4. Environmental sustainability

The “HOW”



3. What kind of Organization do we aspire to be? Transforming words into action I

Question #2

Do you agree with this collective vision?

3. What kind of Organization do we aspire to be?

Transforming words into action:

- ✓ *first 100 days*
- ✓ *priorities for 2024*
- ✓ *beyond (implementing our collective vision)*

First 100 days

Improve internal/external comms and information sharing.

Defining a strategic agenda for improved visibility of the Organization and the NMHSs, including regular briefings to all Geneva missions.

Strengthening interaction with UN-family and key partners (first official SG mission to US to meet with UNSG, UNDSG, WB, IDB, Pr of UNGA).

Transparency

New roles for DSG and ASG with an open process for applicants.

Board of directors open to D2s and D1s.

Access to information

Staff engagement

Resource Mobilization Strategy
internally approved.

Coherent policy between departments wrt, SSAs.

Reestablish regular Bureau meetings to support and engage Pr and VPs in shaping the Constituent Bodies meeting agendas.

Improved planning for resource optimization

Revamp of coordination groups (climate, water, ocean...)

Promote enhanced participation of staff in all the activities, including in selection committees for new posts.



3. What kind of Organization do we aspire to be? Transforming words into action I

FLAGSHIP INITIATIVES

Accelerating **EW4all implementation phase**, including countries out of the list of 30 initial ones, capitalizing on low hanging fruits.

RESOURCE MOBILIZATION FOR FLAGSHIP INITIATIVES

Supporting **SOFF, CREWS and ongoing projects at regional and national level**. Show concrete impact of enhanced observational networks and advances in EWS ASAP. Keep Members informed.

TRANSPARENCY

Address and solve as **many long-standing recommendations identified by audit bodies** as possible.

MEMBERS MANDATE

Following the recommendations of the Hydrological Assembly, **formalize and coordinate an interdepartmental WMO-Water Agenda** (including, but not limited to, EW4all), ensuring regular consultation with Members and the TCs, RB and relevant bodies.

REGIONAL FOCUS

Develop a plan to **reinforce our capabilities at the regional level**, comprising better coordination with other UN partners with territorial presence, and **enhanced support to countries** (through JPOs or secondments or other innovative ideas).

STAFF WELFARE

Define an **integral HR plan** to be more inclusive in terms of **regional and gender balance**, that should be reflected from a new strategy for announcing posts. **Establish a ZERO TOLERANCE policy for any type of harassment**, with clear mechanisms to prevent, avoid and report any type of harassment, power abuse or misconduct.

Question #3

***What would be your 3 main priorities for 2024?
What would you need from other teams to
achieve these priorities?***

Open, transparent and accountable administration & management

An organization fully accountable to members and partners, with easy, open and accessible information. With agile processes aligned to the UN system. Communication strategy within and outside the organization.

- Addressing systematic auditor recommendations related to administration and transparency matters.
- Ensuring easy access to public information.
- Improving transparency processes in alignment with UN policies.

Committed to a responsible use of Members and Partners contributions.

In a world in crisis, an organization that is aware of the efforts made by its Members to contribute to it, is an organization that takes care of their contributions and that spends and invests responsibly.

- Saving the budget and reducing carbon emissions by rationalizing official travel arrangements and increasing online participation in events.
- Prioritizing the participation of RO staff in regional events.
- Prioritizing Members needs when making decisions on new investments and activities.

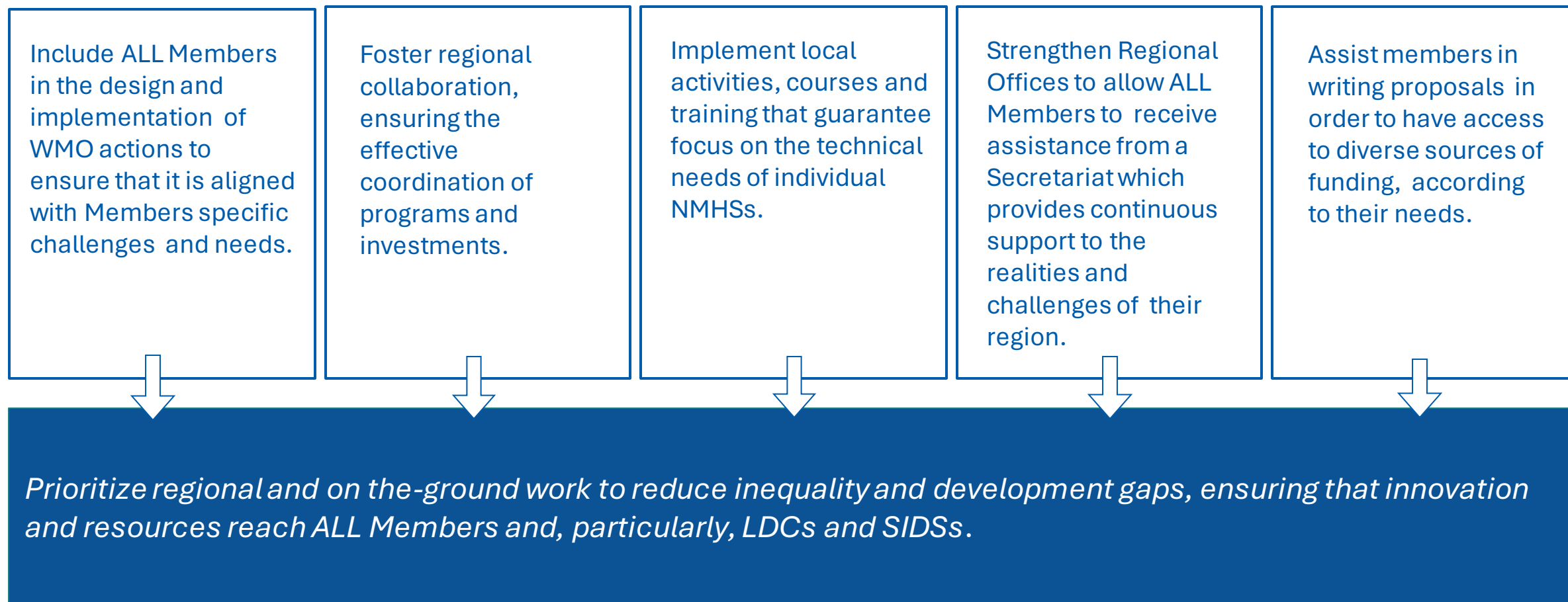
Technical robustness and horizontal leadership adapted to the 21st century.

A secretariat whose achievements are based on collective effort, team spirit, technical and interdisciplinary strength. An organization that listens attentively to the experienced staff and combines it with the new approaches from the younger staff, exercising horizontal leadership towards common goals.

- Strengthening the technical and managerial capabilities of the staff.
- Reinforcing the spirit of interdepartmental work and reducing silo work .
- Promoting career development within the organization.
- Promoting a policy of open information, open agendas and open doors among the Secretariat.

Empowering regions: *Transforming words into actions II.*

Priorities for 2024 and beyond



Key aspects of leading **flagship initiatives**



GGGW

- ➔ Each Initiative is at a different stage of maturity, but we are all impacted by them.
- ➔ At varying degrees of involvement, they all represent opportunities to strengthen ties with other UN agencies and partners, donors and countries.
- ➔ It is critical that we all identify the initiatives, understand them, and understand our role in them (do we support implementation? do we design strategies? do we support the expert groups that discuss them? do we seek funding for their implementation?)
- ➔ Defining clear roles and responsibilities is key to give clarity to the coordination of activities and is fundamental to promote teamwork and avoid workload concentration or "bottlenecks".

Flagship initiatives represent an opportunity to leave behind the work in silos within the Secretariat, both in Departments and between HQ and Regional Offices.

The success of these initiatives will depend a lot on our ability to work as a team in a transversal and integrated way from top to bottom and from bottom to top.

Staff wellness at the heart of a Secretariat motivated to serve others

- ▶▶▶ Promote enhanced participation of staff in all the activities, including in selection committees for new posts.
- ▶▶▶ Strengthening the technical and managerial capabilities of the staff.
- ▶▶▶ Promoting career development within the organization.
- ▶▶▶ Enhancing diversity and inclusivity.
- ▶▶▶ Promoting a policy of open information, open agendas and open doors among the Secretariat.
- ▶▶▶ Revise teleworking policies
- ▶▶▶ Ensure that staff members feel at ease reporting SEA/SH issues promptly. IOO will enhance the Direct Communication Line, providing enhanced assurances for anonymity





COMMUNICATION

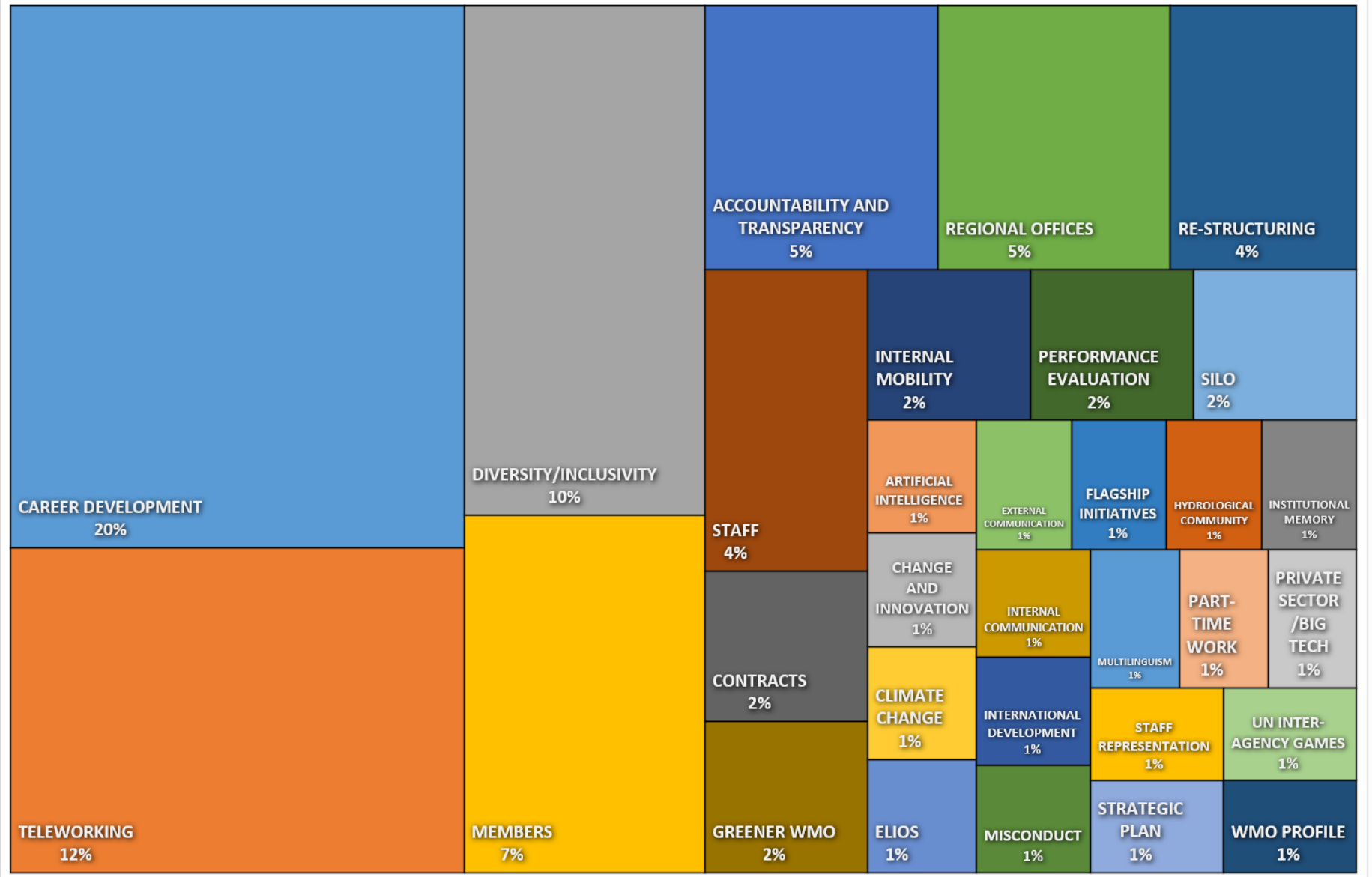
Internal and external

Continuous improvement process

Your questions



More questions are welcome!



Q&A

WMO's primary focus appears to be defining rules and regulations, while providing very little practical assistance for the implementation of the resulting WMO policies. As a result, less developed countries end up "non-compliant" to WMO policies that are often defined by the experts from highly developed countries who have greater capacity for implementation.

Do you think WMO could take a greater role in assisting our WMO members with practical implementation to address this imbalance, or do you believe that this is outside of the scope of our organization ?

Will Executive Management address the issue of **harassment** and, in some cases, bullying within our organization, and **promote a respectful and inclusive environment moving forward?**

I would like to raise the issue of **a universal rule regarding teleworking** in our organization, as unfortunately I have noticed vast differences between our different departments which are very much unfair (...) **They also do not foster a collaborative and productive atmosphere in the working place.**

Shall we expect some form (deep, moderate or light) of organizational restructuring of WMO departments/branches in the coming months/years? And if that is so, what would be the purpose (e.g. to link technical departments with members service, etc.)?

Do you feel WMO HQ needs to hire more staff due to the increasing workload? If so, **is it mandatory the newcomers to be always based in Geneva where costs are higher?**
Thanks

Individually, we are one drop,
TOGETHER, we are an ocean.

Thank you!

