People for 2030

UNDP UKRAINE

PEOPLE STRATEGY (2020-2021)
The Ukraine country office is the largest in the RBEC region, with a total number of nearly 400 personnel and an average annual delivery of U.S. $150,000 for the last two years. With its main office in Kyiv, the large UNDP family in Ukraine spans over multiple geographical locations in all 24 of the country’s oblasts, including a large presence in the conflict affected region of eastern Ukraine. The diversity of experiences and backgrounds of the team members constitute the backbone of UNDP’s added-value in the country, and positions UNDP as a go-to partner in Ukraine.

The ultimate objective of the People for 2030 strategy is to build a “One UNDP” culture within the organization that generates continuing fitness for the future – characterised by employee engagement, creativity, collaboration, continuous improvement, and striving for excellence.

The strategy aims to foster a culture of trust, transparency, honesty, dialogue, empowerment and collaboration, which is critical for enabling excellence and managing the social contract between UNDP Ukraine and its team members, especially in the challenging times of the COVID-19 pandemic and quarantine restrictions.

With the above in mind, the required internal communications culture shift will be achieved through the following proposed team interactions:

### A. EXTRA-CURRICULAR ACTIVITIES

#### Week 1: Meet & Mingle.

Monthly informal virtual meetings to introduce the large team of UNDP, build trust, encourage communication, and increase collaboration and personnel engagement;

#### Week 2: Speak & Sparkle.

Monthly presentations of UNDP’s work in Ukraine to promote a more meaningful and continuous dialogue and to boost collaboration between UNDP portfolios, both programme and operations, ensuring there are more linkages between projects and initiatives. Let’s build up contacts and learn from each other;

#### Week 3: Outside the Box.

Monthly virtual presentations by external experts to foster a continuous learning culture to engender innovation and creativity within UNDP Ukraine;

#### Week 4: Women Leaders.

Bi-lateral impactful conversations with formal and informal leaders within UNDP Ukraine to support and empower women in their career and personal development.

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**Meet and connect with the UNDP Ukraine family over coffee.**

This informal session is aimed at connecting people all over UNDP Ukraine in a virtual space, encouraging them to share their personal and professional experiences and reflections in an informal setting, building a culture of trust, dialogue and collaboration.

**Format:** informal discussions in the form of an interview guided by a moderator.

**Moderator:** Yuliia Samus/Communications Unit, on rotation.

**Coordinator:** Viktoriia Telegina. Oleksandra Puppo. Identifies speakers, organizes sessions and sends out invitations.

**Content:** Topic of any choice (professional or personal). Possible topics: 1) Working with UNDP Ukraine (When and how did you join the UNDP team/What do you remember most from that period/How did you settle into the organization/What motivates you at work/What is the best/worst part about “teleworking” during quarantine period/What are your career aims? etc.); 2) Exploring Ukraine during COVID-19, etc.
Tune in and learn about the work of UNDP Ukraine from your fellow colleagues.

This session aims to foster a continuous dialogue and collaboration between UNDP Portfolios and Operations, ensuring there are linkages between projects and initiatives, and boosting pride in the work we are doing in the field.

Format: A blitz presentation by UNDP colleagues (between one and three) of an initiative of their choice. The session will be followed by Q&As moderated by a facilitator. No formal presentation is required, although visual materials (such as photos and videos) to support the story and messages are welcome.

Moderator: Communications Unit/on rotation.
Coordinators: Lesia Shyshko & Oleksandra Puppo. Identify speakers, organize sessions and send out invitations.

Content: Presentation of UNDP initiatives through the lens of a human-interest story (a story about the beneficiaries of the project, their challenges and concerns, and how project facilitated change in their lives. Examples: How UNDP helped a formerly incarcerated person protect their rights during the pandemic; How UNDP-supported mobile ASCs improved the lives of people living along the “contact line” during the COVID-19 pandemic, etc.

Get inspired by the work others are doing outside UNDP. Learn more about Ukraine at its BEST!

This session is aimed at boosting innovation and creativity within UNDP Ukraine through inspiring presentations delivered by external experts/partners from the private sector, NGOs or think tanks.

Format: a blitz presentation by an external partner, Q&A session, facilitated by a moderator.

Moderator: Communications Unit, on rotation.
Coordinators: Lesia Shyshko & Ildar Gazizullin & Oleksandra Puppo. In close collaboration with UNDP personnel, identify speakers, arrange sessions, and send out invitations.

Content: Topics related to sustainable development, useful practical skills such as data visualization, etc.
Women Leaders of Ukraine

Talk to women and men leaders to advance your career and develop your personal skills.

Bi-lateral meetings with UNDP’s leaders (both women and men) are designed for women only and are meant to support and empower them through personal development and career conversations.

Format: Bi-lateral meetings requested by UNDP women personnel with a colleague of their choice.

Coordinator: Tetiana Grytsenko and Olena Kviatkovska.

Content: These are private consultations and support sessions. The requestor can ask any question related to career growth or personal development. A survey will be conducted to capture needs, priorities and identify leaders of choice within UNDP Ukraine team. Expansion to a larger leaders’ team is foreseen in the next phase.

B. GROWTH AND RECOGNITION ACTIVITIES

Rewarding high performers is currently being discussed at HQ to retain the human capital of UNDP and ensure that the organization attracts talents and the right skills for the right posts. Proper performance evaluation is critical for cultivating a sense of responsibility, commitment and dedication, but it is also essential for fostering growth, both personally and professionally. For this purpose, the following actions are proposed:

1. Senior management acknowledging high performance based on performance evaluation documents, in addition to the occurrence of critical developments that help advance the SDGs in Ukraine and/or positively impact the lives of the people of Ukraine. Stellar performance will also be featured in the weekly UNDP Ukraine Team Spotlights series, global webinars, blogs, stories and media outlets. You make us proud, and we want to acknowledge your achievement inside and outside UNDP family.

2. In-house detail assignments and temporary rotations exchanging team members between programmes, operations and projects to transfer knowledge and gain experience in various fields. You have achieved a lot, and we want you to show others how to do the same. The in-house detail assignments and rotations are not bound by level, grade or type of contract, as they are aimed at boosting the professional development of UNDP talents who have the relevant capabilities, experience, excellent or satisfactory performance and academic background. The selection process for in-house detail assignments and rotations will be fast and agile, carried out by a supervisor and validated by management.

3. Ensuring that managers at all levels are capable of leading and developing their teams effectively, identifying performance gaps in a timely manner. Supporting opportunities for on-the-job learning where performance improvement is sought – personnel can be coupled with an expert/ high performer for hands-on experience sharing. We’re ready to support you on your learning and career journey while you strive for excellence and adapt to challenges.