

Board of Trustees
9-10 March 2022

Refers to
agenda item 2.4

Agenda Item: DG's Performance Assessment Framework

Federation Health	1. MA Centre the Federation.	<ul style="list-style-type: none"> • Re-build in Americas and Caribbean. Develop 2021 'new' partnerships (Aruba, Bolivia, Brazil, Cuba, Ecuador, Guyana, Honduras, Guadeloupe, Martinica). Explore new countries: Haiti, Guatemala, Argentina, Chile, Venezuela (TBD) • Create process to review Secretariat work. • Enhance function of the MA Forum for MA-to-MA communication • Evaluate centres and funds, learn and prepare cycle 2
	2. Drive governance reform	<ul style="list-style-type: none"> • Organise a successful GA • Roll out Global Assurance framework and a re-designed accreditation system • Resource and drive MA governance reform initiative
	3. Roll out new resource allocation model	<ul style="list-style-type: none"> • Shift to 3 yr business cases and improve TA voucher. • Shape and integrate the restricted projects portfolio more deliberately and strategically.
	4. Help set Strategy 2028	<ul style="list-style-type: none"> • Drive Strategy 2028 development through to approval
	5. Empower youth and invest in leadership	<ul style="list-style-type: none"> • Set up support for IMPM cohort1 and selection of cohort2 • Allocate Stream 2-consortium
Secretariat leverage	6. Revamp HR philosophy and practice.	<ul style="list-style-type: none"> • Implement Anti-racism Plan of Action and drive momentum for Federation-wide mandate to address intersectionality in MA services, programmes, advocacy and culture • Rollout Birches salary benchmark and implement phase II • Reconfigure the Performance Development Review process • Adjust to post-pandemic world of work. • Lead a high performing, motivated and resilient DLT
	7. Advance Finance and IT journeys	<ul style="list-style-type: none"> • Optimise Netsuite and introduce new P&B tool • Align Secretariat-wide procurement policy and procedures • Complete workflow automation project in at least one area
	8. Communicate	<ul style="list-style-type: none"> • At least 12 different pieces of positive global media in influential publications and 12 articles on our digital channels in 2022
Programmatic impact & innovation	9. Boost Advocacy impact	<ul style="list-style-type: none"> • Build on the Advocacy common Agenda for a more focused, prioritised investment in national level advocacy. • Use participation in ICPD25 commission to enhance IPPF's positioning
	10. Services	<ul style="list-style-type: none"> • Optimise use of FP platforms for biomedical HIV prevention
	11. SRHR in humanitarian settings	<ul style="list-style-type: none"> • Launch SPRINT 4, Consolidate Stream 3 and Humanitarian Capacity Development Centres. Mobilise additional (humanitarian) funding.

12. Performance data and business intelligence	• Develop new results framework
13. Mobilise resources	• Maintain core at budgeted levels and initiate individual giving in US

It is a very broad set of priorities and individual performance will be measured around 3 key indicators:

1. Secretariat business plan delivered with balanced income and expenditure.
2. Delivered a successful General Assembly as per objectives accomplished and participant's evaluation.
3. Led high performing, motivated and resilient DLT as per 360° evaluation