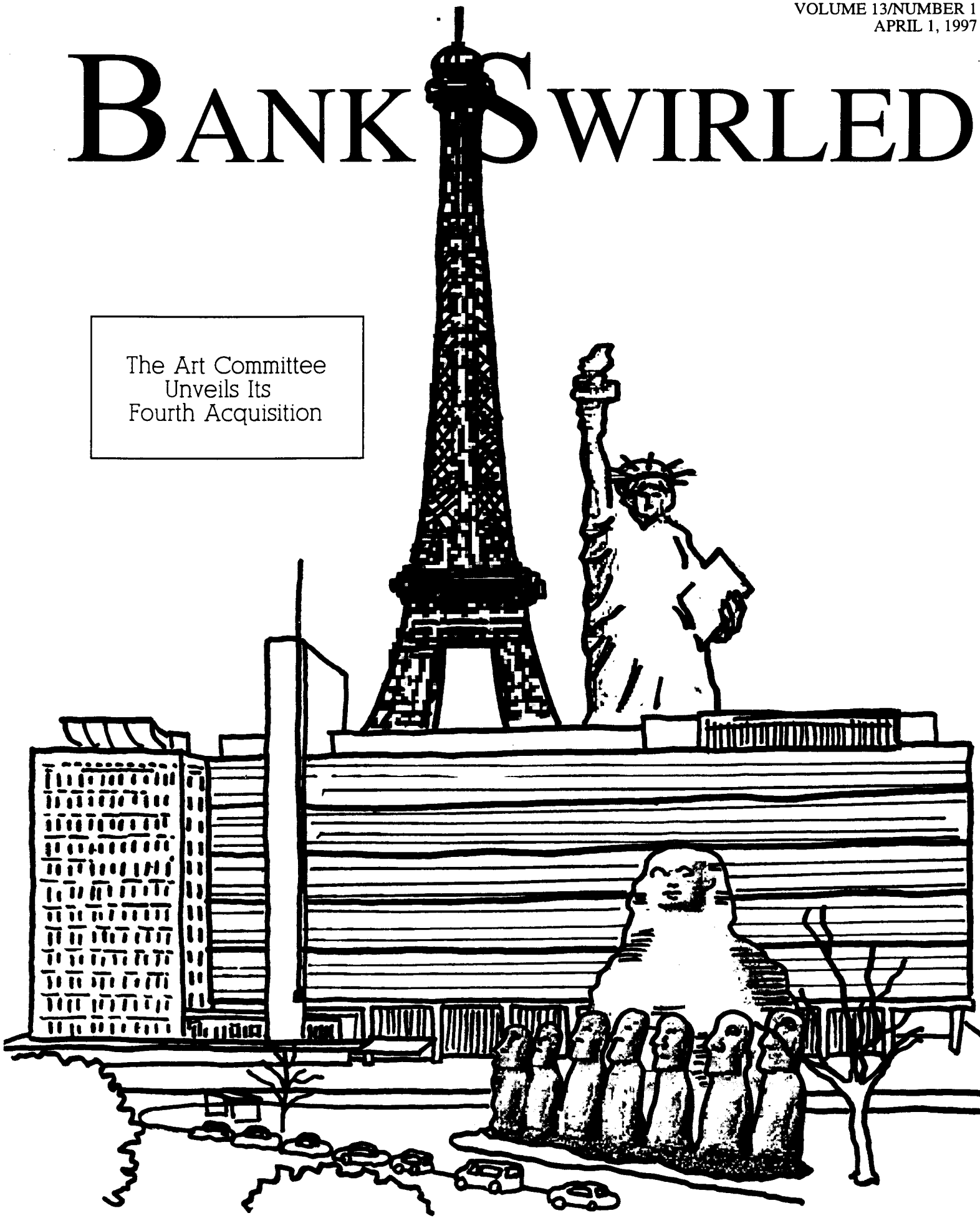
VOLUME 13/NUMBER 1
APRIL 1, 1997

BANK SWIRLED

The Art Committee Unveils Its Fourth Acquisition



Jane Holden's Diary, April 1997

SUN	MON	TUE	WED	THU	FRI	SAT
		1 Restring cellos.	**2** New WB logo unveiling. Check sound, lights, food, podium. Wake-up call to Sven.	**3** Redecorate Manila Presidential Palace for JDW trip.	**4** JDW root canal – pick up dentist 7:15 a.m.	**5** Sleep in! Get VP goodbye letters to JDW by 6:30 a.m.
6 Wyoming. Mulch cactus bed.	**7** MC Atrium first thing – collect and log moat money.	**8** JDW's PMPs with MDs, Dorothy. Wake-up call to Sven. Prozac.	**9** Deloitte, Touche meeting w/JDW. Test new security buzzer.	**10** Home Leave	**11** Send $50,000 check to the Niamey under-12's soccer team.	**12** Sleep in! Count cars in MC-garage and fax numbers to JDW by 6 a.m.
13 Take jet to Jiffy Lube.	**14** Call IRS -- remind them to pick up JDW's 1040.	**15** JDW to cook for Yo Yo Ma. Pick up sleeping pills.	**16** ~~Yo Yo Ma concert Kennedy Center.~~ JDW plays Kennedy Center.	**17** Type and fax rave review to Rupert. Wake up Yo Yo.	**18** Manila, Rabat, Covent Garden, Santiago, Delhi, PNG, Banjul.	**19** Sleep in! Return JDW's Zorro tape to Blockbuster by 7 a.m.
20 G7 summit. Wyoming. Arrange lunar eclipse.	**21** PASSOVER Pick up Bebe Netanyahu at JFK.	**22** Hair Day Mrs. W: trim & roots. JDW: highlights only.	**23** JDW/Pope skiing Wyoming. Follow and take notes.	**24** Dust spare room. Get in extra dogs and horses.	**25** JDW/Queen foxhunting Wyoming. Follow and take notes.	**26** Sleep in! Conference call JDW/Yeltsin 6:45 a.m.
27 JDW/Gautam fencing practice.	**28** Daughters' Day. Pick up Chelsea. Block MC elevators all day. Tell GSD to frisk staff.	**29** JDW's cousins in on Qantas, drop them at Sven's for sightseeing (wake-up call to Sven).	**30** Three Cellos Concert rehearsal. JDW to cook. Pick up sleeping pills.			

BANK SWIRLED

The Magazine For Anyone Who'll Read It
Vol. 13, No. 1 April 1, 1997
"Change is inevitable, except from a vending machine."
— Fred Wright

Cafeteria Reorganized

Following a $7.2 million McKinsey & Company study, GSD today announced sweeping reforms in how food will be displayed and sold in the new MC cafeteria. The existing organization of food grouped by region will be de-emphasized. Instead, food will be organized by entrees and sides, attractively and logically arranged by Networks and respective Sector Boards.

"We've heard the call for change," said GSD Director Pilar San Jose. "This the most intuitive and functional way for food to be presented. It is sensitive to what counts – cross-regional culinary excellence and putting smiles on the faces of patrons."

The strategic compact prepared jointly by GSD, Marriott and the Networks describes the new organization:

- ***Human Development***: Entrees are devoid of fat, sugar, sodium, nitrates, cholesterol, calories, or other ingredients harmful to a healthy lifestyle. Keeping with the Social Protection theme, customers choose from a variety of laxatives, digestives and anti-flatulants for *après* meal consumption. Condoms are also available.

- ***Environmentally and Socially Sustainable Development***: A menu characterized by simple offerings such as *Distilled Eau au Serageldin*, all prepared in a solar oven. Flatware is biodegradable and washed in reconstituted water. Cigars rolled from pesticide-free tobacco are available in the new clean-fuel humidor.

- ***Finance, Private Sector and Infrastructure***: Showy, bold foods from around the globe, including near-extinct fish and game, prepared with style and panache. The food servers wear headsets, keeping them constantly in touch with the chefs via cellular telecommunication. A four-lane controlled access highway links the appetizer and entree stations, and the dishwasher water system uses the MC Atrium pool as a reservoir. The only Network that accepts credit cards!

- ***Poverty Reduction and Economic Management***: Fast food, with a price that fluctuates elastically depending on demand. Neoclassical fare is also offered. Note: show the cook a notarized copy of your Ph.D. thesis *before* ordering the PREM Burger.

A GSD spokesperson did admit to numerous problems in the final form of the cafeteria. "Support staff don't know where to eat. The H-, J- and I-cafeterias are overcrowded with Legal and Human Resources types who are *not* in a Network. And the Networks seem to ignore each other and all insist on contracting independently with their own food suppliers."

A Parable

A poor Bank temporary, ineligible to enroll her infant son at the $910 per month Bank-Fund Child Care Center and unable to afford other day care without a tax allowance, swaddles her baby inside a simple wicker basket and sets him afloat in the MC Atrium waterway. A passing Bank President James Wolfensohn snatches the basket out just shy of the waterfall and, seeing the smiling child inside, brings him home. The new child, renamed Moses, becomes the apple of the President's eye and the heir apparent to his vast fortune, much to the dismay of his grown children and an insanely jealous Mark Malloch Brown.

Young Moses thrives in his new environment. He is trained at the best schools, becomes a cello soloist with the New York Philharmonic, wins the United States' first Olympic gold medal in fencing, and opens a boutique on Wall Street.

Twenty-nine years later, Moses joins the World Bank as a Young Professional and starts working his way through the hierarchy. Along the way his birth mother, now in her 32nd year as a poor Bank temporary, becomes his staff assistant. The unspoken bond between mother and child leads Moses to question his place in the Bank. Abruptly, Moses shifts his aspirations away from making Level 28 to running the Staff Association, where the uprisings he leads finally bring full benefits to multiyear non-regular staff.

But it is too late for Moses' mother. She is forced to resign after her request for an exception to the close relatives rule is denied by the Human Resources Service Center.

Hey, Mark.

We were quoted in the
Washington Post Magazine.
Three times.

What has EXT done lately?

Bank Swirled

If you don't get it, you REALLY don't get it.
http://members.aol.com/bswirled/private/bs.htm

Staff Association Woes

World Bank Staff Association Chairman Fred Wright continued to backpedal from criticism of influence pedaling and illegal fundraising in the N-building.

In perhaps the most damaging evidence to date, the Internal Audit Department released a report today that suggested Wright hosted $100 per plate breakfasts in the I-cafeteria, received contributions from Asian staff in his N-building office, and rewarded large donors with an overnight stay in the 7th-floor Picciotto Bedroom.

Under attack from both the Board and management, Wright today took the unprecedented step of asking the Legal Department to hire an independent counsel to investigate the complaints.

At a midday news conference, Wright, whose campaign slogan was "A Smirk On Every Employee's Face," stated that the Staff Association's fundraising tactics are commonplace among the multilaterals, and that his staff have merely continued the practices of the Swanson, Delmonte and Parel administrations that preceded them.

Strong Showing

In a surprise move last evening, industrialist Maurice Strong, a trusted advisor to many of the world's leaders, seized control of *Bank Swirled*. Details will be announced at a news conference scheduled for 12:00 noon today at *Bank Swirled*'s lavish new headquarters in the C-3 level of the MC garage.

Strong has completely shaken up the *Bank Swirled* masthead, deposing Managing Editors Dan Ritchie and Ann Hamilton. Hockey icon Gordie Howe has been temporarily put in charge of the publication, purportedly for his abilities to "get the puck in the net," pronounce the word 'about' in a funny way, and drive in snow without skidding.

Found at the bar at the Bottom Line, Ritchie muttered "When I woke up this morning I was somebody, now I'm just a bum with a one-way ticket to Palookaville" before falling face-first into his spilled Chivas. Hamilton, reached by telephone at her Northwest D.C. dacha, wailed "Oh, the humanity!" and abruptly hung up.

Strong was unavailable for comment, as he was busy hypnotizing new UN Secretary-General Kofi Annan.

Social Pointers

Mr. Wolfensohn is nearing his third year at the helm of the World Bank. Invitations for staff to dine *chez* Jim and Elaine are becoming more and more commonplace, and many staff routinely interact with the President during normal business. As a public service, *Bank Swirled* presents a list of things you should *not* say while a guest in the Wolfensohn home or while traveling with the Presidential entourage:

- You Aussies are great, the wife and I just love that Outback Steakhouse!
- *En garde!*
- My apartment is smaller than this coat closet!
- Can I see your pilot's license?
- Nice office! Mind if I use the bathroom?
- Don't you think Yo-Yo Ma is just the best!

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This magazine was created under strict supervision of overpriced consultants from McKinsey & Company. No actual World Bank Group managers were injured or abused during document production.

James D. Wolfensohn
Editor-in-Chief

Post Reporter Unharmed

Washington Post writer Benjamin Forgey, author of the "Cityscape" architectural column, was discovered unharmed in a Hay Adams Hotel room this morning following eight weeks of forced confinement. Forgey told Bank Swirled in a telephone interview that his kidnapping was related to the extremely negative review that he tried to write of the new World Bank Main Complex.

"I guess I let my disgust show a bit much. The façade looks like a damn Excel spreadsheet!" said Forgey. "The EXT people led me to the C-3 basement and hog-tied me while they read my notebook." According to Forgey, his captors then demanded he write a flattering review of the building. He refused. Held against his will, he was tortured until he revealed his *Washington Post* computer access code. "They did terrible things to me," said Forgey. "They played a tape of someone reading Operational Directives, with bad cello music in the background. I snapped and told them the password. They took me to the Hay Adams that night."

Forgey could remember no more of his subsequent captivity. Shown a copy of the review that ran under his byline on February 8, the critic snorted, "Anyone who thinks I wrote that tripe should be forced to review the new IFC building."

Never miss *Friends*?
Listen to Nine Inch Nails?
Seen *Trainspotting*?

FPSI
The Under-50 Network

Call Jean-François Rischard on x80920 before 1999

FPSI is an Equal Opportunity Employer, if you are young enough. Please do not apply if you remember the Beatles the first time around.

Career Indicators

Worried about your job? Get in line, pal! Here are some key indicators that your World Bank Group career is — how shall we say? — over.

- When you showed up for your first Network meeting, you took the latest copy of *TV Guide*.
- When your Network colleagues discuss "fungible skills," you think they're exchanging mushroom gardening tips.
- You overhear two young female staff assistants in your division talking about you. One nods in your direction and says, "I heard he has an enormous package!" and you nearly burst with pride.
- You and your wife are entering The Prime Rib, and you run into your division chief and his wife, who are leaving. You offer a handshake, and he palms you a $5 bill wrapped around a valet parking ticket, telling you "it's the silver E320, and be careful!"
- You make a mental note to pick up a copy of the latest thriller, *The Strategic Compact*, when it comes out in paperback, to have something to read at the beach this summer.
- When packing for your move to the new Main Complex, everyone else gets new cardboard moving boxes and red label stickers, while you get three used trash can liners and two twist-ties.
- Your manager tells you to take a few days of extra vacation — while your unit is on retreat at Westfields.
- You sit in the cafeteria with seven colleagues, and they are all talking about "change management." You remark that you don't really understand the concept because all of the Bank's VPs seem to still have their jobs.
- Your director loses interest in sexually harassing you.
- Every time your office phone rings, it's someone in EXT trying to order a pizza.
- Cathy Cardona calls to tell you that you've been shortlisted for the Ombudsman job.

HBS Update

In response to criticism that the Harvard Business School case studies overly depended on skills that Bank managers already use in their day to day jobs, a new module to the Executive Development Program curriculum has been added to emphasize group dynamics and teamwork.

The new module asks each of the 26 teams complete a 1:1 scale model of "The New World Bank" using only the following (provided) materials: six toilet paper tubes, a bag of fiberglass insulation, a "Tickle Me Caio" doll, a sheet of glass cracked down the middle, four live toads, a shrunken head, a tube of Super Glue, a length of razor wire, the March 1, 1997 *Economist*, a matchbook from Club Zei, a TurboXT computer with DOS 2.11, a five pound bag of fertilizer, Cyndi Reese McCowan's Bank-Fund Credit Union ATM card, a pair of handcuffs, a condom, one copy of McKinsey & Company's 1996 Annual Report, a cello string, Joseph Stiglitz, a British Airways First Class amenities bag with an Excel spreadsheet printout folded carefully inside the sleeping mask, a rosewood box containing a seppuku knife, a dog collar and a box of Huggies.

Grading will be based on how much of the materials can be shifted from "back line" to "front line."

Bank Swirled Bestseller List April 1, 1997

1 HIM, HER AND US, by Mark Malloch Brown (Vanity Press, $85). *A fawning but affectionate coffee table book look at the first family.*

2 I BOUGHT A VILLAGE, by Tariq Husain (Harvard Business School/INSEAD Press, $9 million). *Behind-the-scenes effort to make sure the final five days of the Executive Development Training program is successful for all participants.*

3 THE PARTNER, by Anil Sood and David de Ferranti (Network Press, $27 million). *A fictional tale of role-playing a senior staff position in the new World Bank Network structure.*

4 SOLE SURVIVOR, by Anonymous (AFR-ECA-EAP-LAC-MNA-SAS Press International, cost TBD, expected publication date: July 1, 1997). *A Senior Power Engineer deals with his anger when he finds he won't get a Disney-esque separation package.*

5 HORNET'S NEST, by Fred Wright and Mark Bowyer (Staff Association Press, 0.5% of net salary). *How-to guide for negotiating the end of spouse points.*

6 THE LIST, by Tariq Husain (LLC Publications, 5% of payroll). *Who goes to Harvard and why, from the man who knows the inside scoop.*

7 REVIVING OPHELIA, by Dorothy Berry (Network Press, $55,500). *During her home leave, a long-serving level 15 finds that the new office manager is not a friend — and not a manager.*

8 TOTAL CONTROL, by Kemal Dervis (Albanian Pyramid Press, 73% annual return on investment guaranteed in writing — just ask anyone!). *A kiss-and-tell account of the MNA change effort.*

9 EXTREME DENIAL, by Linda Gill (Colonial Press, $122 per month). *No in-house parking for those who joined the Bank after 1983, but few seem to get the message.*

10 AIRFRAME, by Boris Summoor (Frequence Plus Press, one complimentary upgrade). *A deeply personal and philosophical examination of whether to fly transatlantic on Concorde versus First Class.*

You've gone to Harvard.

You've listened to people who have no idea how things work.

You've gained three kilos.

Now, a week in a village.

With Tariq.

Pass the duct tape.

Development.

It is more than case studies.

Go supervise something.

Learning & Leadership Center

When you care enough to spend the very most

LLC participates in the Delta SkyMiles Program. Delta is ready when you are.

Around the World Bank

The External Affairs Department has released a new World Bank Mission Statement for use in all internal and external publications: *The World Bank is dedicated to eradicating poverty among its staff and their families.*

World Bank Human Resources Vice President Dorothy Berry was expelled from Harvard Business School at the Bank's Executive Development Program last February. According to HBS Faculty Chairman Michael Yoshino, Berry committed several infractions that indicated her "demeanor was not consistent with the proprieties of the University." These infractions including stealing Tom Peters' latest book from the Coop, cheating on her General Electric case study by calling Jack Welsh at home, and wearing a Cornell t-shirt to class.

United States Attorney Eric Holder today dropped all criminal charges against former Bank staff member Cyndi Reese McCowan. At a post-hearing press conference, Holder said that he regretted his action, but had little choice after Federal District Court Judge Emmet Sullivan refused to allow McCowan's confession into evidence on the grounds that her signature on the document had been forged by MN1 Director Dan Ritchie.

In response to World Bank President James Wolfensohn's call for Bank staff to "grow up," GSD has established time-out rooms on all floors of the Main Complex. The rooms, which lock from the outside, will be monitored by designated senior staff who will control ingress and egress. In a test of the new policy, the entire FPSI Network was grounded without All-in-1 privileges yesterday after an argument erupted over whether the Network or the regions owned the work program.

The Coopers & Lybrand study of cost drivers in HRG has concluded that engaging consulting firms to determine HRG cost drivers was a key HRG cost driver.

Effective today, Bank staff and managers are no longer permitted to be arrogant. As before, self-confidence will continue to be acceptable in many situations as governed by OD 7.23. For more information, contact Harvard Business School, 617-495-6849.

In an effort to cut costs, the following Operational Travel conditions are effective as of April 1, 1997:

- All travel will henceforth be on ValuJet
- The domestic hotel list now contains only Motel 6s, and staff must stay at least two to a room
- A $30 per diem, regardless of location, replaces subsistence and in/out transportation expenses
- Staff on mission must wash their own underwear
- Bottled water expenses are no longer reimbursable

Three male staff who are direct reports to HRSVP Dorothy Berry have filed an administrative appeal, claiming that their ability to function professionally is hampered by their lack of access to the women's restroom facility on the third floor of the E-building. "I've been waiting for a decision from Dorothy on a case for three months now," said HRG Manager and appellant Hendrik Groen at a press conference today. "Shahid and I used to close deals routinely over a pee." The appeal calls for immediate implementation of unisex restroom facilities in all buildings.

In an effort to reduce cost, Marriott has stocked the MC Atrium pool with lunch-size salmon. Unfortunately, the waterfall is too high for them to leap up, making spawning upstream in Mark Baird's MC-10 office impossible. After consulting with Bank fishery experts, GSD installed a ladder, but the fish complained immediately to the Staff Association that the rungs were too far apart and threatened a work stoppage. In a show of strength to avert a strike, GSD Director Pilar San Jose will snorkel through the pool with a speargun each day from 11 a.m. to 2 p.m. Last week, her speargun misfired and pinned an embarrassed but otherwise uninjured Koos van den Berg to an espresso wagon.

Plan on attending today's lunchtime concert in the MC Atrium. Ngozi Okonjo-Iweala will perform selections from the opera *Velveeta,* including *Don't Cry For Me, Ouagadougou.*

Technological Breakthrough

The Information Technology Services Department and Hollywood genius George Lucas announced at a morning press conference that the Bank has retained Lucas' special effects firm, Industrial Light and Magic, to design several animatronic busts closely modeled on World Bank President James Wolfensohn.

A prototype android was exhibited at the press conference. The eerily life-like head featured Mr. Wolfensohn's distinctive wavy hair and twinkling eyes. It was mounted on a rolling cart, and slowly swiveled from side to side, repeatedly offering the phrases "results on the ground," "partnership" and "excellence is our only goal" in a slight Australian accent.

One of the busts will be placed at the base of the MC Atrium waterfall, a featured attraction to visitors and staff alike who can win prizes by tossing coins into its mouth when it surfaces at 15-minute intervals.

"The possibilities are endless!" beamed Wolfensohn. "I simply complete a Lotus Notes form, and the machine does the rest. It will literally allow me to be in several places at once." Among the pressing issues Wolfensohn hopes to tackle is solving the Rubik's Cube his daughter gave him as a Hanukkah gift in 1982.

When a reporter asked if the android's technology paled against the recent cloning of sheep by Scottish scientists, the android shouted "Who are you? Are you from the Staff Association? Grow up!"

When reached for comment, ITS Director Mohamed Muhsin was less than impressed. "I don't know why they had to outsource when we already have the technology in-house. Ian Scott left the Bank two years ago and was replaced with an android, and no one noticed the difference."

Spending too much time in PMP discussions?

Dr. Liese's 50-BEAN CHILI[K]

BLENDED JUST FOR MANAGERS

Efficient, Productive Food
Efficient, Productive Meetings

GSD/Marriott Joint Venture

GSD and Marriott announced today that following "literally minutes" of tense negotiations, an agreement was reached to establish a special cafeteria "sweepstakes center" for Bank staff separated under the terms of the Strategic Compact. The center will house food items containing promotional contests on their container or wrapper. Redundant staff will be allowed to visit the center weekly to select items and to keep any prizes they win.

A GSD spokesperson hailed the center as "a win-win situation. It gives redundant staff something to do during their job search period other than bad-mouthing management and also keeps them from moping around the Bank depressing the rest of us."

The opening date for the sweepstakes center has not been set because GSD is looking for "damp, cold and dark space to prevent undue loitering." GSD was not sure what controls would prevent people from taking more than two items, but the spokesperson assured *Bank Swirled* that "grazing will not be tolerated."

Attempts to reach Marriott were unsuccessful; a recording at the catering division informed callers that everyone was "out lunching at a real restaurant."

HRG Service Center Manager Hendrik Groen proclaimed the center as "yet another example of the fairness in the redundancy process." Groen added that Staff Rule 7.01 will be rewritten to reduce separation packages by an amount equal to any winnings.

Staff Association Chairman Fred Wright refused comment pending review of the agreement to assure he "can still get an afternoon bag of Fritos from the N-building vending machine."

Team-building Halt

The World Bank Executive Committee today halted all team-building activities for Regional Management Teams. The unprecedented action came following the unfortunate demise of three members of the EAP management team, who met untimely deaths under the wheels of a Metrobus at the corner of 19th and Pennsylvania during "trust walks" led by several $2,000 per day facilitators. "I was coming out of the CVS on my way back to my office," said eyewitness Fred Wright, Chairman of the Staff Association. "All of a sudden there was a screech of brakes as the Number 80 bus tried to avoid three people, all blindfolded, who had ambled out into the street. It wasn't pretty." The trust walks were introduced after four managers were seriously injured in the Africa Region's bungee-jumping team-building exercise (their Norrell-packed parachutes failed to open during freefall in the J-building atrium). EAPVP Jean-Michel Severino, renowned for his team-building skills in the French Government as well as in ECA, expressed regret at the tragedy but said "at least it was the right three."

Child Labor

The World Bank today denounced claims made in a report released this week by leading labor NGOs that the Bank employs millions of underaged boys and girls through the projects it finances around the globe. "This is outrageous, untrue and downright mean!" said EXT consultant Kathy Lee Gifford. "My beautiful children Cody and Cassidy are strongly opposed to illegal and exploitative child labor, just like their daddy, the human love machine Frank Gifford."

Successories

The LLC announced today an agreement with the Successories retail chain that provides for purchase of an undetermined amount of merchandise, including prints, posters, key chains, coffee mugs and t-shirts. Financial terms were not disclosed.

In a written statement, LLC Chief Tariq Husain lauded the agreement as another step in the evolution of the Bank as a learning institution. "Our stated goal is to help those who have the right attitude and want to succeed, but lack the skills. How better to inspire them than to hang a poster of a breathtaking nature scene, overlaid with vapid platitudes on the meaning of success, courage or character," chortled the Bank's head schoolmaster. "We just don't have the money to send everyone to Harvard, and frankly, most aren't on the success vector anyway. Giving them cheap trinkets makes it look like we care, and it passes KPMG's litmus tests for cost effectiveness." Husain was unavailable for further comment, as he was traveling to Boston for the dedication of Harvard Business School's new 1.1 million square foot state-of-the-art conference facility, the World Bank Group Executive Education Center.

New NGO

An international business consortium has announced formation of a group designed to support the World Bank. The organization will be called "Fifty Years Is Not Enough, So There!"

At a press conference today, Paul Volcker, head of James D. Wolfensohn, Inc. and chair of the new group, said that the companies who have formed the new organization were "sick and tired of all the whining and all the negative press, so we've decided to stand behind Jim and the Executive Committee, and let them know we appreciate what they are doing."

The press conference was attended by representatives of the businesses that have formed the organization. The membership includes KPMG, Clark Construction, Hilton Hotels & Resorts International, Air France, realtors from McLean and Potomac, Dean & DeLuca, McGill University, Saint Albans School, Lotus Development Corporation, the Mozambique cashew cartel, Marriott's Catering Division, American Express Travel Services, Dell Corporation, Colonial Moving and Storage, NYLCare and Euro Motor Cars of Bethesda. Why, if it weren't for the Bank, my friends here would be penniless by now," remarked Volcker, to the murmured assent of the assembled business leaders.

Employee of the Month

The External Affairs Department proudly announces the World Bank Group Staff Member of the Month program. The first recipient is whoever keeps leaking World Bank announcements to *The Economist*, *Financial Times* and the AP News Wire before the Bank has the opportunity to make the announcements itself with its own spin. The award winner is invited to an intimate reception in his or her honor on Wednesday, April 2 at 3:43 a.m. in the MC loading dock at 18th and G Streets NW. The reception will be attended by representatives of GSD Security, all of whom very much look forward to meeting the guest of honor and pinning the specially-designed award on his or her chest. The honoree is requested to come alone and wear a thin shirt or blouse without a jacket.

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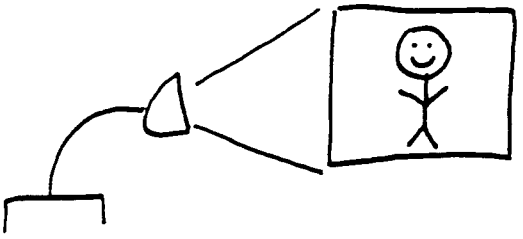

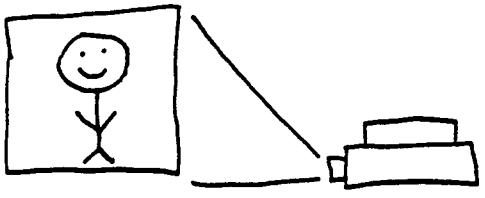

Slide's

mappes

Find us on the web through the GSD web page on the Bank's Infernal web sight

or look for our new 7-color desk too desk bro-sure!

WE GET THE JOB DONE WRITE....SO YOU DON'T HAVE TWO!

1997 PMP Form

HRS Vice President Dorothy Berry today announced a new Performance Management System for the World Bank Group. The system, which Ms. Berry hailed as a "massive simplification of a heretofore time-consuming and onerous process," now entails managers filling out a single form for all staff:

Staff member: _____

UPI: _____

Instructions: Check one box. Sign form and return to the Human Resources Records Center, Room MC-C3-100.

☐ You're fired

☐ Maybe next year

_____
Manager

_____
Date

Diversity Advisor

HRS Vice President Dorothy Berry has announced the appointment of RuPaul as her Senior Advisor for Diversity. Berry stated that RuPaul, a renowned drag queen, supermodel, actress, singer, talk show hostess, celebrity *par excellence* and example of all that is fabulous, will "deal with aspects of diversity, and will also be available to me for wardrobe consultation."

In her first executive decision, RuPaul updated the Alternative Work Schedule policy to mandate "Drag Fridays." The Executive Committee has fully endorsed the proposal, stating that "the Bank needs to increase the number of female professionals so badly that even a once-a-week improvement is acceptable." All male directors will take turns wearing the six-inch platform heels recently purchased by GSD Procurement.

The Meaning of Change

In a surprise announcement to the Board, Bank President James Wolfensohn today said that the real justification for the Strategic Compact was to fire everyone who had opportunistically "jumped on the bandwagon of Change Management." According to Wolfensohn, EXC staff have been carefully monitoring Bank productivity during the bogus Change campaign he set in motion last year. They have confirmed that overall productivity has actually increased despite many staff working full time on "an incredible proliferation of mind numbing task forces" that look into laughable subjects such as "teamwork" or "values," and design unworkable budgetary systems to accompany untenable reorganizations. Wolfensohn indicated that all Network heads, task force members and working group participants will immediately be declared redundant.

Wolfensohn also took a shot at what he called the Bank's unnatural tendency to manage upwards. "If I complained of having contracted onchocerciasis," said Wolfensohn at a press conference, "some sycophant would probably commission a river blindness statue for the MC Atrium!"

ITS News

All clusters of All-in-1 will be down indefinitely while the technician works on solving a hardware problem. ITS apologizes for any inconvenience. Any questions can be addressed to x32121, which, to handle the expected high volume of calls, will connect you to voice mail after you have listened to a bad recording of a piano concerto which Mohammad Jahani likes a lot and hopes you will too.

The Voice Mail system is not currently available. ITS apologizes for any inconvenience. The technician will begin to work on this problem once he fixes a minor All-in-1 glitch. Send any VoiceMail questions through All-in-1 to TELECOMMUNICATIONS.

The Notes001 and Notes002 servers are currently inoperative. The technician is working on minor All-in-1 and VoiceMail problems and should start troubleshooting on Thursday (he is on AWS tomorrow). ITS apologizes for any inconvenience.

In the interim, if you need to communicate with an individual, ITS suggests that you "walk" to his or her office, then "talk" to him or her.

Mohamed Muhsin is proud to announce that ITS has received an industry award from America Online for excellence in telecommunications.

Beeper the Mail-Bot

Staff passing through the tunnel from the J-building to the Main Complex may have noticed a slow, self-propelled mail cart. Meet Beeper, the Bank's new automated mail delivery system!

"Beeper is an integral part of our new, streamlined mail delivery system" says Jean Poste-Escargot of GSD's Mail Services Unit. "With a fleet of Beepers, I can fire over 50 messengers while preserving the jobs of mid-level managers."

Beeper was developed as a joint venture between Lotus Development Corporation, the World Bank, and the Agency for International Development. Should Beeper prove effective, the Bank will use it as the keystone of its private sector development programs in borrower countries.

Beeper works by following electronic lines that run under carpeting. It travels from the mail room to the diplomatic pouch drop-off station and to the health center, where it picks up parasite-infested stool samples.

So far, the robot has had only a few kinks that were quickly remedied. "An ITS wag installed a video camera and programmed the robot with the codes to the women's restrooms in the S-building," said Poste-Escargot. "Aside from that, Beeper is quite user friendly."

Staff need not worry about being struck by Beeper. The unit is fitted with sensors that detect Bank IDs. When Beeper gets within six inches of a person, it stops. It is even programmed to greet the staff member by his name, read automatically from the magnetic information encoded in each ID card. To date, the only fatalities were two visitors with day passes.

BS Detector

EXT Vice President Mark Malloch Brown confirmed today that he has personally undertaken an unprecedented campaign to ferret out the identities of the *Bank Swirled* editorial staff. "Every staff member reads their stuff and not ours," pouted Malloch Brown, comfortably resting in the waiting room at Rosenthal Jaguar. Confidential sources from within EXT (thanks, Tim!) tell *Bank Swirled* that as part of his diabolic scheme to stamp out free speech, satire and gossip, Malloch Brown has retained Bechtel Corporation engineers to design a *Bank Swirled* sensing device — known within EXT as a BS Detector — to identify the presence of those responsible.

Malloch Brown has been seen prowling the halls of the Main Complex late at night, carrying a small black box which has attached to it three curved antennae, a red light bulb and a siren.

Confidential sources in HSD (thanks, Bernhard!) tell *Bank Swirled* that Malloch Brown was recently treated for cuts and burns on his hands and arms. Apparently, a BS Detector overheated and exploded when the VP accidentally turned it on inside his own office.

Were you born? Been sick? Attended school? Have kids?

The HD Network

You Know As Much As We Do

Call David de Ferranti at x38729

The Absurder *by Boris Sommoor*

Now that it's at last back among the core competencies, I was just delighted that Jim and Tariq asked me to teach the advanced module in LLC's new offering "Name-dropping Like a Bank Insider," part of the compulsory learning for leader wannabes and other new staff. The subject needs insider knowledge that those tenured twits from INSEAD don't have, but bumping "Accent Correction for Green Card Holders" was a bit tricky. IAD drew the line at holding it in Fiji as I had proposed, but being very senior and very busy, at least I did get the big classroom with the AV equipment so I could show a few *Absolutely Fabulous* episodes (purchased with the Diners Club Card during the last PBS telethon), and my Diana, Princess of Wales home video taken while I was at her ex-mother-in-law's garden party, talking about how unspoiled and authentic the village in Africa was before EXT and the advance party of division chiefs put it on the development tourism route. I always start my learning sessions with a little quiz, and as usual everyone guesses Sven when they are asked which MDs have never appraised a project, but of course it is a trick question. With all the talent that Tariq has mobilized, it's amazing how poor the morale is over at LLC, despite the imminent party for him — strong historical parallels with Mao's death, I keep reminding them — and I heard the soft humming of *Taps* as I stole the pastries from other courses in the U-3 lounge as the queue to log onto All-in-1 lengthened. I don't know why people feel the end is near, but I think I'll indicate my availability for hub training and hope it's not in Bishkek, though Phnom Penh would do since Muffy and I haven't seen Ankor Wat, unlike the other Bank-Bank couples we play bridge with.

One of the advantages of the new structure is being able to organize a little mentoring mission whenever one gets bored with town meetings. On the plane back from China, where I must say the total solar eclipse during the supervision of the Bear Paw Protection GEF Project was just spectacular, I narrowly avoided sitting next to that dreadful woman who's been crashing meetings with Jim. She made her debut when she sneaked in, bold as brass, through the MC Atrium with a strategic bean-counter team from Deloitte or KPMG. They thought she was part of the Presidential entourage until Jim, always a gentleman, remarked she'd been quiet during the discussion of how they'd approach cost-cutting. (I would have fallen asleep myself, the subject's even more boring than hearing your director report what your VP reported about what happened at the Executive Committee.) She told him she'd lost her VP appointment letter and had been reduced to staying at the Lombardy while HR scrambled to find it before the service standard kicked in. Now all of HR is doing 360 degree feedback to place blame. Lack of regular status notwithstanding, she and Jim became great friends, so much so that the Bank sent her to Harvard, where she didn't fight for air time like most of the others. I wanted nothing to do with her, so I flashed my Premier Executive card and got seated up front. I thought the lady sitting next to me looked familiar, with the hat and the camouflage Yves St. Laurent suit, and, *quelle surprise*, it was Madeleine Albright, on the last leg of her World Tour. She was quite beside herself that she'd not met Deng, who had ignored State protocol and died while she was flying in from Moscow. We sipped our Dom Perignon as we watched the chef deftly slaughter and gut the main courses we'd chosen. I silently gloated that I'd arranged a few quiet moments with Deng and the rest of the Central Committee at the beginning of my mission, before he lapsed into his final coma. But I digress...

I'm glad I ran into Maddy. As we commiserated about the surprises the gutter press can dredge up about one's family — I hate to think what Ann Walsh could dig up on me if she'd let her reporters write the stories they're assigned — she said how absolutely delighted she was to think that she'd be seeing me again soon at the June 26 unveiling in the MC Atrium. Thankfully, the privacy filter on my new Dell Pentium laptop did not let her see that Notes 4.5 had left the day blank, so I surreptitiously filled it in as the flight attendant flambéed the *crêpes suzette*. It would be a shame to miss Bill and Hillary and Al and Tipper, we agreed, and of course Jim and Elaine, as that girl from that tiny village unveils a one-ton bronze sculpture of a boy leading a blind man by a stick. Now, I do think $100,000 is bit much for a sole-sourced consultant and a bronze, a copy no less, that will eventually be moved to the J-building, if Tariq does not succeed in having it placed on U-3 as a metaphor of LLC's mission to lead us to enlightenment. But as Muffy has always said, you need expensive props for a grand party, and, unlike Brian's consultant contracts, at least there'll be something left behind.

As Madvnka and I chatted, I suddenly remembered the last time I flew from Paris CDG, when this little girl was crying about not liking the food in first class. I recall her handlers madly waving what looked like World Bank letters of appointment that said they were all entitled to travel with her, before they were dragged off. As we sat on our crimson barges, I marveled at the sociology of their community, and its affluence, in that all their school and medical needs were met, and clean water and jobs were provided so that the village elders agreed to spend a fortune flying her to Washington, like a rock star. Perhaps we are more effective on the ground than the corridors and OED have us.

The new MC Atrium *is* a thing of beauty, I don't care what I. M. Pei says. I ran into him in the First Class lounge in Sydney, trying to make it to Hong Kong one last time. I couldn't resist. "Ieoh, even the Louvre doesn't have a waterfall." He gave me his famous stare.

And speaking of Bernhard, that last appointment for the tummy-tuck was a bit embarrassing, but it looks like passing for 49 is the only way Jean-François will keep me, what with the sectors tripping over the families, and I don't know what. "Quality at entry" were the keywords, but I understand the Catalyst people were not happy about it. I am all for new ways to recruit. In fact I will give anything just to find a manager who can give me an honest PMP discussion without falling asleep, unlike the Senior Advisors still hanging on in ITS. It is dreadful out there, applying for jobs you've held for years, and waiting for the music to stop then seeing who is quick enough to grab a chair. It's 1987, without Bill but with a decade more pension, and Muffy says that it is simply human nature to want to be on the last train to leave the station, even if you have to sit in the back. So if my manager calls, please get his name.

United Way Raffle

The following raffle prizes will be awarded to benefit this year's United Way campaign. The drawing will be held April 1 in Yosef Hadar's office, with only him present.

Third Prizes

Snorkeling session in the MC Atrium pool with Pilar San Jose (note: the winner will be frisked for coins following the session).

An evening trip with GSD goons through the Main Complex to strategically turn on and off office lights to spell out "JDW#1" when the building is viewed from Pennsylvania Avenue. Includes a complimentary Polaroid snapshot of the façade.

Rock climbing lesson to the top of the MC Atrium. Ascend with Mark Baird, Mieko Nishimizu and Jean-Michel Severino; descend with recently deposed senior managers of your choice.

Second Prizes

One day in External Affairs to remind you of life before dollar budgeting (courtesy of Mark Malloch Brown).

A 15-minute play session with Mr. Wolfensohn during photo-op trip to the Child Care Center. Games include "Ngozi's Whims," a frolic-filled care-free rearranging of the Bank's organizational chart using refrigerator magnets.

Use of an un-CAMed AFR Economist (courtesy of Jean-Louis Sarbib and Cal Madavo).

First Prizes

One year reprieve from being ranked in the bottom 15% of the HD Network (courtesy of David de Ferranti).

The All-in-1 "B" cluster, including installation (courtesy of Teresa Tidwell).

Grand Prize

Cyndi Reese McCowan's BMW, 55,000 miles, excellent condition (always garaged), complete with "IMISSDAN" vanity plates (freshly pressed by Cyndi herself) and a custom-made "I L♥VE BAS" bumper sticker.

NOW PLAYING AT THE WORLD BANK MEGAPLEX:

HELLO DOLLYS!

Herds of genetically superior cloned sheep replace GSD security robots in this hysterical comedy. Contains strip search scene that may not be suitable for younger viewers. (R)

AL HERON'S PRIVATE PARTS

Hilarious, outrageous, shocking true stories from the files of the Bank's Ombudsman. (NC-17)

IL POSTINO

Shot in real-time; follow a GSD messenger on his two hour route with an urgent delivery package. Filmed on location at McDonalds, NewsWorld, Farragut West and Pentagon City Metro stations, FootLocker and Record Town. (PG)

SECRETS & LIES

A documentary of the World Bank performance management process. (PG-13)

ROSEWOOD

An examination of the design, construction and furnishing of the new IFC headquarters building (originally titled *Anything But Marble*). (PG)

PRIDE AND PREJUDICE

A classic and enduring tale about the life and times of male managers. Special stag showings at The Cosmos Club. For show times, see wall above the urinals in the E-12 men's restroom. No passes. (R)

THE ENGLISH PATIENT

Wounded in the Network War, U.K. national Richard Stern convalesces with dozens of other casualties in HSD's new open space infirmary on MC-C2. (PG-13)

ABSOLUTE POWER

A chronicle of a Young Professional's career from appointment to Vice President. (NC-17)

Honk If You Love Networks

The annual migration of Canada geese to their winter home along the Chesapeake Bay is one of nature's most intriguing and inspiring events. All of us in complex knowledge organizations can learn from these graceful birds and their yearly 2,500 km journey.

Fact: As each bird flaps its wings it creates an uplift for the bird following. By flying in a V-formation, the flock adds 71% greater flying range than if a bird flew alone.
Lesson: People who share a common direction and sense of community arrive faster and easier because they travel on the thrust of one another.
Bank Application: Cut the FY98 budget by 71%.

Fact: When a goose falls out of formation, it feels the drag and resistance of trying to fly alone and quickly gets back into formation to take advantage of the lifting power of the bird immediately in front.
Lesson: Partner with those who are headed where we want to go and be willing to accept their help as well as give yours to them.
Bank Application: When a goose falls out of formation, other geese have more staff weeks at their disposal. The flock quickly repositions to keep the errant bird from reclaiming any role in the flock's work program.

Fact: When the lead goose tires, it rotates back into the formation and another goose flies at the point position.
Lesson: Take turns on the hard tasks; share leadership.
Bank Application: The "lead goose" framework has been replaced by the "Flock Team Leader," or FTL. The FTL is not permitted to get tired. Preferably, an FTL should have at least five solo transatlantic crossings, without benefit of a complimentary upgrade. Sharing flock leadership is impractical because there is room for only one goose's name on the Flock Form 590.

Fact: The geese in formation honk from behind to encourage those up front to keep up their speed.
Lesson: Feedback should be encouraging and directed towards accomplishing goals.
Bank Application: Geese will be divided into four SuperFlocks, called "Networks." Much honking will ensue, especially regarding a new global Flock Assistance Strategy. Another example of honking might be the Regional Flock Assistance Strategy, which should not be confused with 1994's landmark *Improving the Sector Flock* or the more recent Regional Sectoral Flock Strategy document.

Fact: When a goose gets sick, two geese drop out of formation and follow it down to help protect it. They stay with it until it is able to fly again or dies. Then they launch out on their own with another formation or catch up with the flock.
Lesson: Stand by each other in good and difficult times.
Bank Application: When a goose gets sick, all other geese remain with the flock and ignore the outcast bird. The flock as a whole thus slowly becomes increasingly under-CAMed, jeopardizing the Framework Contracts of the Task Manager geese. The only acceptable solution is for the FTL to use trust funds to hire consultants, usually American ganders.

TV GUIDE

Highlights of today's internal cable channel programming from the External Affairs Department:

9:00 a.m.: FOX AFTER BREAKFAST
GSD security guards give their choices for the most attractive female staff member and reveal secrets on how to detain and ogle women in the MC Atrium.

10:00 a.m.: THE PRICE IS RIGHT
The popular newsmagazine examines the Strategic Compact.

12:30 p.m.: THE BOLD AND THE BEAUTIFUL
Today: female staff members sue GSD security guards for sexual harassment.

4:00 p.m.: MARTHA STEWART LIVING
Making open space *your* space.

8:00 p.m.: BATTLE OF THE NETWORK STARS
FPSI versus PREM in tug o' war; HD takes on ESSD in co-ed steel cage death-match wrestling; relay races through the MC Atrium on stilts.

9:00 p.m.: MISSION: IMPOSSIBLE (movie)
Your assignment, should you choose to accept it: use spouse points to get two days' paid lay-over at the Ritz in Paris with your girlfriend on each end of your mission to Jakarta, without your wife or manager finding out.

New HSD Facility

HSD Director Bernhard Liese announced today an immediate expansion of the satellite health room which has just opened in the new F-building. The expanded center, which will have 10 beds, will be staffed by four ophthalmologists. "Even before we opened we knew we were in over our heads," Liese told *Bank Swirled.* "IFC staff were stacked up in the hall like pancakes, all exhibiting optically-related symptoms such as dizziness, nausea, blurred or double vision, and in one case, pink eye."

Liese refused to speculate on whether or not the new IFC headquarters is causing the outbreak, but sources in IFC point to the fabric that covers the interior of workstation cubicles, a dizzying design of gray-on-gray layering of ovals.

"It looks like those 3-D seeing eye designs that were so popular a year ago," said one afflicted IFC staffer. "I was curious, so this morning I leaned back in my chair and started to stare at it. After about 30 seconds I saw Jannik Lindbaek wearing a fur bikini, pogo-sticking across an arctic landscape. I stumbled to the infirmary as fast as I could."

Classified

LOST: Wedding band, size 10, great sentimental value. Generous reward, no questions asked, discretion requested. Last seen at Pforzheimer House, Radcliffe College, Cambridge, Mass. Send to P.O. Box 176, McLean, VA 22101.

LOST - During our move, a small refrigerator with Redskins bumper sticker on door. Was paid for by staff, greatly missed. If found, please send to Room F-4P-208.

NOW OPEN: New HSD beverage bar. Featuring lemonade by the bucket (bring your own wet suit). Located on MC-C2 in those health rooms directly beneath cafeteria beverage stations.

FOR SALE - 5 BR 3.5 BA center hall colonial on wooded acre lot near heart of Potomac. Heated inground pool, professional landscaping, 3 car detached garage, G-5 suite. Owner going through unexpected career change and eager to sell. Will trade for 3 year fixed term contract. Call (301) 555-3511.

World Bank Chapter of Mercedes-Benz Club of America meets daily, 5 p.m., E-building garage, all levels. Gleaming examples of fine German automotive machinery, including several new SLK convertible hardtop roadsters.

FOUND: So I like go to Radcliffe? And I found this like totally gnarly man's wedding ring? Eeeew! So I like found it when we had this totally major party in our common room? And like the only old guys there said they were from like the World's Bank or something? And one of you kept your left hand like in your pocket the whole time? And then like totally hit on my roommate Sarah? And got her like really drunk? So like call Amy at 617-592-0571 soon, okay?

MOVING SALE - Refrigerator (great gift for Redskins fan), Pentium Pro computer, fax machine. All used but in good condition. All items sold as is, cash and carry only. Tues. 4/1, 4:45-4:48 pm, behind green Colonial Moving and Storage truck idling in alley between I and N buildings.

FOR SALE: Gold inlaid wall coverings (NOT wallpaper). Finest quality fabric, almost new, anxious owner must dispose of quickly. Price negotiable; quantities limited. Discount if you steam it off the walls yourself. Apply MC Private Dining Rooms, M-F 8:30-11:00 am (no telephone calls please).

LOST: Several thousand electronic mail messages from All-in-1 and Lotus Notes. Tremendous career value. Call Teresa at x32121 any time — leave a voice mail message if I'm not there.

WANTED: 4-year Field assignment. My daughter just got into Yale. Must be effective before July 1, 1997. Call x29001.

AnswerLine

The purpose of this column is twofold: a) it propagates Bank policy as if it were friendly advice from Ann Landers, and 2) it provides a forum for disgruntled staff members to share their warped paranoia with the rest of us. Please include your name and UPI number so that we can enter a permanent record of your insolent ignorance in your Personnel file and notify your manager of your attitude. All Answer Line columns should be filed under Catch-22 of your Staff Manual (available on All-in-1) and committed to memory. You will be tested later.

Question: Whenever I type, waves of intense pain shoot through my wrists and forearms. My colleague, also a Bank temporary, thinks that I have "carpal tunnel syndrome." Is she correct?

Answer: No. The Carpal Tunnel is a Bank infrastructure project in northeast Romania. By the way, whenever anyone gives you advice like that, do what I do — politely ask them where they received their medical degree! Keep up the good work. *Bernhard Liese, Director, HSD*

Question: While institutional security is an important issue, I thought that the x-ray machines used last October were a bit much. Has GSD evaluated their use during the Annual Meetings?

Answer: Yes, and although no weapons were discovered, we have decided to extend the program, to include random body cavity searches. We heard rumors that visiting delegations are smuggling Bank-issued scissors out of buildings, and we must put an end to this. *David Reed, Security Officer, GSD*

Question: My Bank temp contract expires in June. When will the 6-1/2 year rule be extended to the 7-1/2 year rule?

Answer: At the last possible moment. *Mark Bowyer, Chief, HRGBC*

Question: I am new to the Bank and still deciphering the bureaucratic language. What do we call someone who owes the Bank money?

Answer: A thief. *Jim Roan, Ethics Officer, HRG*

Answer: A delinquent. *Fayez Choudhury, Director, ACT*

Answer: A partner. *James Wolfensohn, President, EXC*

Question: In 1996, I did not fulfill my work program. Instead, I spent the entire year in meetings. From January to June, I worked full time on change. From July to December, I worked full time on networks. How will I be evaluated?

Answer: Congratulations! You did exactly what the Bank asked of you. Expect a "5" rating in this May's Salary Review. Unfortunately, while you were attending all those meetings, your job was eliminated. *Peter Karp, Senior Advisor, HRG*

Question: My unit is now in open space in the new IFC building. While I support the open space concept, in practice I have found the adjustment difficult due to a colleague who sits near me. He spends every day on personal telephone calls. It's impossible to concentrate, and I have no interest in knowing every detail of his private life. What can I do?

Answer: If you hear him order something by phone, write down his credit card number (don't forget the expiration date!) and go on a shopping spree at his expense. You'll feel better, and he'll get a lesson he deserves. You might also consider peeking over the divider and recording his voicemail password. Then, reprogram his greeting to say that "I can't take your call now but if you are Betsy, thanks for the great night in Kiev last month." *David Reed, Chief, Security Operations, GSD*

Question: At Christmas, I received 12 cases of a fine vintage champagne from an investment bank. I'm more than a little uncomfortable with this gift – I am a trader in Treasury Operations and I deal with this firm and its competitors daily. What should I do?

Answer: It is good that you checked this out, since you face a serious ethical dilemma. I suggest you ask the firm to fly you to London on the Concorde. Have them arrange a limousine to pick you up at Heathrow and take you to the Dorchester Hotel, and stay there three nights at their expense. Arrange for them to take you to Rules for dinner one evening. Over port (try the 1945 Taylor), ask them to clearly explain their intentions surrounding the gift. I'm sure that you will be satisfied with their motives. I have on many occasions gone to this extreme to clarify my relationship with Bank business partners with whom I interact. Ethics is a tricky thing. Always take the high road. *Jim Roan, Ethics Officer, HRG*

Question: Last May was the first time I participated in the annual Salary Review exercise. When I received my PAF, my raise was about half of what I expected after looking at the Salary Review Matrix, based on my merit performance category and my salary zone. When I asked my manager for clarification, she explained that the matrix didn't mean anything, and that the department simply took the money it receives for increases and allocated it among staff based on who managers liked. What should I do?

Answer: Please send us the name of your manager so we can nominate her for an award. She appears to be the only manager in the organization who truly understands the annual Merit Review process. *Michele Bendjouya, Sr. Compensation Specialist, HRGBC*

Question: We found out we would be evaluated in our PMPs on teamwork, drive for results and client orientation in January, after the 1996 review period had ended. When are we going to find out what we will be evaluated on in 1997.

Answer: We intend to go to the Board this December. *Peter Karp, Senior Advisor, HRG*