

Other Worldly

ALL THE NEWS THAT'S FIT TO CONFUSE
April 1, 2011

Welcome

Due to budget cuts, "Bank Swirled" has been downsized and outsourced. While no one can replace the Bank Swirled Editor, the Staff Association is "leaning forward" to host some contributions that came in on our anonymous feedback line as well as content provided to us by wikileaks.



Currently Playing!!

Top Chief Economist **BRAVO**

Mauritanian Idol **FOX**

Law and Order: ECA **NBC**

Undercover YPP **ABC**

Top Gear: Road Safety Strategy **BBC**

Facetime With The President

Bank staff have been delighted by more frequent appearances by President Bob Zoellick, but puzzled that he often appears in more than one place at the same time. The Staff Association has uncovered the secret: EXC has been deploying cardboard cutouts to enable the President to attend such events as townhalls, recognition of service ceremonies, Board meetings and dinners with Clients, without actually having to be there. According to our sources, the inspiration came from the "flat real budget." "Why not have a 'flat real President?'" stated our informant. A recent honoree at a recognition of service ceremony stated, "He was so lifelike, I didn't know it wasn't the real thing." EXC notes that "flat Bob" is available in various poses and costumes, with or without a stuffed tiger.



Compensation 101

Known in inner circles as the “FTP”* methodology, Management has struck an agreement with the Board that will shrink the budget envelope, demotivate the 65 percent of staff who turn in a solid performance, and will squish what few pennies there are to those rated a 4 or a 5. The Staff Association has called upon colleagues at levels GH and above to stop performing so that there’s more to go around for the little people.

P.S. The fact that, unlike some of our shareholders, we’ve never run a fiscal deficit and, unlike their public sectors, our salaries are not paid by taxpayers is really neither here nor there.

*Feel The Pain

New MIP Benefit Rolled Out

HRSVP, Hasan Tuluy, and Diversity Director, Julie Oyegun, have announced a new Medical Insurance Plan (MIP) benefit aimed at helping to reach gender parity in management by 2012. “Since there is no way we are going to make the target, the easiest way is to encourage our male managers to have sex-change operations.” Tuluy warned male staff not to have the operation before becoming a manager, as it could harm their chances of promotion.

The Decentralised Staff Top 10 Packing List

1. Lots of books (for spouse/partner to read while they sit at home unemployed)
2. Xantac/Valium (for spouse/partner)
3. Air-beds for all the family (in case your container takes a circuitous route)
4. Rosetta Stone Collection (since you will not have taken any local language training in Washington)
5. Good running shoes (since you will hit the ground running and continue to do so for a while)
6. Bag of cash (in the event you need to facilitate late-registration for schools)
7. A DIY manual for generator repair
8. A flat-pack IKEA Billy Bookcase (for the books (see above))
9. Speed dial phone number of at least two of the following: Your HRO, your Sector Manager, the SA and the Ombuds

and ... of course ...

10. A shower curtain

IFC 2017

Just when you were trying to figure out what all the fuss was about – a big change initiative with weak staff engagement, get ready - it's here... IFC 2017! Rumor has it that a small posse of IFC VPs are staging a quiet and stealthy coup to permanently move all staff, on Short Term Assignments, to Istanbul or Jo'burg. Macy's intends to purchase the F building and is planning yet another Starbucks in the space formerly occupied by Pangea, one of the most ill-conceived private sector initiatives in IFC's history. Lars Thunnell, the Corporation's dapper EVP, seen carrying a green and white mug looking suspiciously like the competition, insists he will continue to have his coffees with staff at Mohammed's bar.

Hillary for President?

Trickle-down communications from a reliable source at the State Department has informed us that Hillary Clinton was not here last month for Water Day at all, but rather scoping out the office space on the 12th floor. "She's done with revolutions" the source said, "and is looking for something a little *softer*". Security informs us that the arrival in the loading dock of a peach plush rug and a handful of Monets is only coincidence. Note to Bob: be careful how far you go with this gender parity business...

The Infernal Reform Agenda

Saying it was "hellacious" trying to coordinate the "dirty dozen" initiatives that are as uncoordinated as a NATO response to a MNA revolution, Ani Dasgupta bemoaned the lack of staff interest on anything other than Blackberry subsidies and the opening hours of the gym. Wondering why no one was showing up at the unfortunately-named IRS-sponsored sessions, Ani asked, "What do we have to do to get staff excited about the IR agenda?"

These are the suggestions we gathered and collated:

1. Tell staff about the reforms – no-one else is, so the IRS can be the Oracle on pretty much every front.
2. Convert dry topics--which seem totally out of sync with what staff really need to do their jobs and make them feel valued - into tantalizing, sassy sub-topics.
3. Do not use a flow chart or bubbles at any stage.
4. Ask staff what they think.
5. Give staff feedback to management.
6. Tell staff it's too late to change anything (useful phrases: "the boat has sailed," "the train has left the station," "we've turned the corner," "that's water under the bridge.")
7. Repeat steps 4 thru 7.

AT THE MOVIES: WORLD BANK GROUP EDITION

Exit Through the Gift Shop: Documentary of IFC Management's historic battle to make a go of Pangea.

The Illusionist: Dazzling Bank staff and EDs alike with bubble charts and Venn diagrams, Internal Reforms Director Ani Dasgupta transforms the Bank from a plodding, outdated organization into a modern, flexible, Client-responsive institution. Or is it all just an illusion?

Inception: World Bank staff, dreaming of a world free from poverty, run into a surreal bureaucracy that frustrates their efforts at every turn, turning the world into a dystopian nightmare from which they cannot awake.

Inside Job: A plum decentralized position, in a "pilot hub" is advertised on MyJobWorld. Even though the posting insists that no potential candidate has been identified, no one is surprised when the incumbent gets the job. The shocker comes (spoiler alert!) when the incumbent realizes that the position carries only local benefits.

Black Swan: Nina, a young Bank staff on the verge of a brilliant career, is delighted when she lands a huge donor grant. However, she is slowly driven mad as she contends with the pressures, complications and endless bureaucracy involved in setting up a Trust Fund.

The King's Speech: This gripping drama from Nominee for Best Screenwriter: Caroline Anstey

True Grit: Faced with the challenge of living in a fragile state, Sally holds on to her principles and discovers inner strength while living secretly in the office awaiting confirmation of her housing allowance rate and delivery of her container. With only a change of clothing and 10 hours of pre-assignment advance language training, survival is the name of the game...until the Global Mobility Unit's undercover engagement team arrives.

The Social Network: OIS engages in a pitched battle for supremacy with AI (if you have to ask, you haven't taken the mandatory training and will have your Lotus Notes revoked forthwith!). The fight between former ISG collaborators is finally resolved by issuing secret decoder rings to all Bank Staff.

The Kids Are All Right: A coming of age tale showing the growing disillusionment of a group of Johns Hopkins JPAs seeking career opportunities after the Bank only to discover that returning two years later with PhDs the only available positions are as Short Term Consultants. With mounting debts from studies and their decaf soy latte habit developed at the Atrium Cafe the young and disenfranchised contemplate a future without medical benefits.

The Fighter: Two brothers fight to improve their careers at the Bank while hoping no one discovers that they are in violation of Staff Rule 4.01. One supplements his STC earnings with an evening job in retail, the other reaches for the stars, beguiled with the safety net of an open contract, education benefits and the gross pension plan. Both work 60 hours a week, travel extensively and pay for their own Blackberries...only one can win the prize of retirement by age 62.

Coming Soon:

Denmark

Hævnen (2010) (In a Better World): “Out of Africa” star Inger Andersen dreams of a world free from poverty in her new role as SDNVP.

France

Rien à Déclarer (2010) (Nothing to Declare) François LaBanque must contain his fury upon learning he must pay \$200 to DHL a shower curtain to his CO post because the pouch won't accommodate personal items.

Bollywood

Yamla Pagla Deewana (2011) (Nutty Loony Crazy): Yamla decides to quit a successful career with a large corporation in Chennai, asks his wife to also close her successful medical office, picks up his two kids and accepts a job at the WBG posted in Saudi Arabia, only to find out that the job is a 2 yr term and his wife cannot work there.

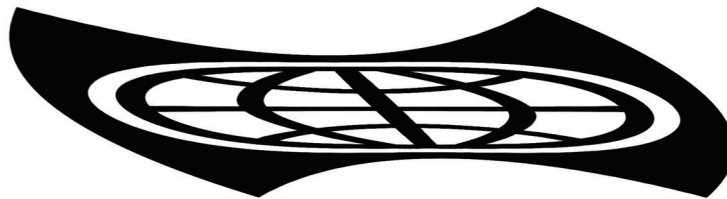
Argentina

Plata quemada (2000) (Burnt Money): The WB goes all in for a Global Bank strategy, hundreds of man hours are spent on analysis and interviews, hundreds of thousands of dollars more on trips to identify the ideal locations for the new global offices only to then realize that in a flat budget environment this is simply not possible to pay for this.

Brasil

O Ano em Que Meus Pais Saíram de Férias (2006) (The year my parents went on vacation): Aymar fondly remembers the last time his parents both of whom work at WBG in Washington were able to use up their annual leave.

THE NEW FLAT BANK



What's In & Out at the World Bank Group 2011 Edition

OUT	IN
Nationalities of Focus	US Minorities
Business Planning	Just Do it! (but don't slip the Board date)
Training Budgets	Yet another Mandatory eLearning
Managing Performance	Term Contracts
In-house Knowledge	Term Contracts
Strategic Staffing	Term Contracts
Recognition of Service	Term Contracts
Predictability and a Social Contract	Term Contracts
Work-Life Balance	Leaning Forward/ Back-to-Back Missions
Any communications from anyone on anything to do with strategic priorities	Trickle down communications
Take Your Children to Work Day	14,000 Annual Leave Days Lost
Living our Values	Living our Values Training
Taking your Spouse/Partner to the Holiday Party	Taking Chips & Salsa to the "Ball in the Hall"
Bringing CO Staff to Washington for Sector Weeks	Sending 10 Mayors to attend the Cancun Climate Change Conference
Arbitrary performance ratings with no connection to the SRI	Arbitrary performance ratings with no connection to the SRI
Rules based methodology for determining salary increases	Pin the tail on the donkey
MDGs	P4R
Taking the shuttle to the "F"	Taking the shuttle to the "C"
Reform and Simplification	Modernisation
Rules-based Approaches	Changing the Rules
Fiscal Accountability	Magic 8 Ball (World Bank Budget Edition)
Bretton Woods Institutions	"Them" and "Us"
"Hips Don't Lie" - Shakira	Power Dressing - Hillary

The 2-4-6-8 Rotation

Cognisant that a 3-5-7 rotation can't work with 2 year field assignments in Fragile States and 2 year term contracts, HR has decided to increase mobility by offering an additional program: the 2-4-6-8 rotation plan. Straining from the budget cuts, HR has also introduced a "rotation buy-out" program for staff who want to stay put – used notes in small denominations may be deposited in second stall of the ladies rest room between J8-801 and 804. Please remember to spell your name and unit clearly.

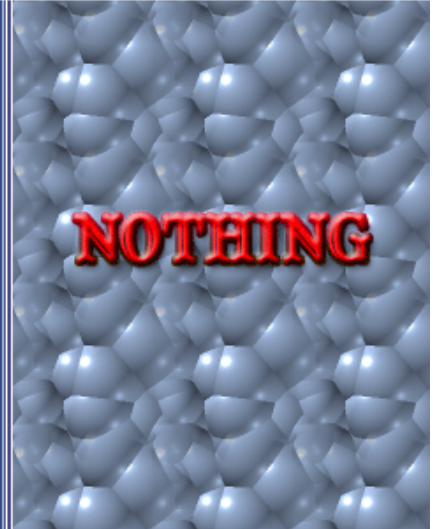
Title: Book Launch:

An Event About: "NOTHING"

An event on how to organise an event about nothing in particular. Moderated and discussed with obscure experts on the topic, and ideally accompanied by an obscure publication with a nice cover and a print run of 10,000 sold only at the Infoshop. This 2-hour event will give you the skills to shamelessly promote a topic of interest to no more than 37 people to more than 7000.

Come and learn how to get even more exposure with postponed events, doubling your impact.

COMMNET learning credits available.



CHAIR: Maureen Mymailbox **PANELISTS:** Professor U. Khan Getenough

Lief Staffalone

PRESENTER: Y. Me

FRIDAY
APRIL 1, 2011
7:45am - 9:45am

Webstreaming available for Country Office Staff.

Auditorium JB1-080

World Bank J Building
18th Street and Pennsylvania Ave.
Washington, DC
Coffee and cookies will be served



HEALTHBEAT

APRIL 2011

A Newsletter of the Joint Bank Group/Fund Health Services Department • <http://hsd/>

Wait Watchers at Work

Friday, April 1, 2011

MC Cafeteria, @ 12:00noon

Speaker: Ima Hungary

Lose weight fast! Simply visit the MC Cafeteria at peak hours (like 12:30 on a rainy day). Stand in line behind “the grazers”-- who can't decide between grilled zucchini and eggplant—or “the socializers” – who are too busy chatting to put in their order. Presto! Your lunch “hour” is over and you haven't eaten anything. The pounds will melt away...

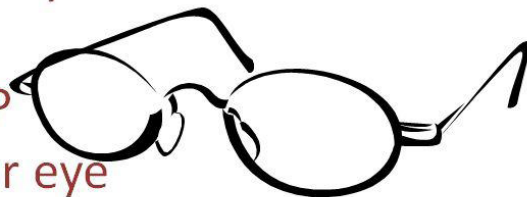
Mandatory AWS

Concerned about levels of stress, depression and carpal tunnel finger due to permanent Blackberry connectivity, Dr. Bernard Demure has asked the Senior Management team to make the Alternative Work Schedule mandatory for all staff. "There is a price to meeting these foolish deliverable targets. They do it in the elevator, they do it in the restrooms - it has to stop" the Bank's Director of Health Services said. "They have bent over so far, they are buckling." "Ask their families about the 14,000 days of annual leave lost last year - they are victims too of this workaholic environment," agreed WBFN President Maaiké Le Grand. Buoyed by ISG's quick response to the SecurID hackers, Shelley Leibowitz, the WBG's CIO has set her team to work on remotely disconnecting half of all staff's Lotus Notes accounts on alternate Fridays. "They'll only log in on Saturdays" a spokesperson mumbled.

VP Boot Camp

With a view to improve the VPs overall health, President Bob Zoellick has transformed the 8:30 a.m. meetings - by inviting the VPs to join him in his daily 5:30a.m. run. Zoellick expressed satisfaction with the new arrangement, "None of them can keep up with me anyway – and those who do catch up are usually breathing too hard to say anything. I do like to see them sweat!"

Get \$200 every 2
years with
the new MIP
MBP plan for eye
glasses!



Handy for HR to “look into” issues like Country Office LRS only having 3 x their salaries worth of life insurance while DC counterparts can have up to 7 x their salaries, or LRS having no access to the education loans enjoyed by staff in Washington . . . we're just sayin'.

Office of Information Insecurity
High Minister for Naughty Thoughts
World Bank Group (You Know Who You Are)

Official Notice:

Ok, we're tired of all this spam showing up in our email, so we're implementing MailCon 5 immediately. Effective right now, all staff **MUST** use their **Multiple Authentication Devices** (MAD) to access any World Bank systems – even the bathroom stalls, unless there is a frog in it. Climate change is affecting us all, you know.

Staff will need to bring 5 official identification documents to Security to receive their new MAD secret decoder rings. Codes will be randomly assigned based on the staff member's country of origin, height, weight, and eye color. Access procedures to any and all Bank systems will be as follows:

1. Quietly approach your official ED5.2 Bank Computer. Probably best to ignore the glowing red eye on the front of it.
2. In a calm, clear voice, recite the alphabet backwards for voice authentication. English only.
3. Carefully prick your right index finger and place one drop of blood on the sensor pad attached to your keyboard for genetic identification.
4. Use your Bank-issued MAD secret decoder ring to determine today's code and multiply by your UPI to arrive at your unique one time log-in code. NOTE: This code is effective for ten minute intervals only. You will need to re-authenticate every ten minutes.

If you require access for longer than ten minutes, please contact OIS for the necessary **Superior Access Device** (SAD). Please note that this device requires an overnight stay in hospital to allow for appropriate grafting.

5. Staff accessing Bank systems from home must follow the above procedures, but must also submit an eServices request for **Remote Access to Terminal Systems** (RATS) 5 hours prior to attempting to access the associated system. Failure to do so will result in immediate re-assignment to the country office with poorest connectivity.

If these procedures are determined to be insufficient to protect Bank systems from infiltration, OIS reserves the right to replace all Bank systems with Etch-A-Sketch pads.

Signed,

REDACTED

Take The Van On The Road

Van “the Man” Pulley’s agent has disclosed that the work on the shelved Global Bank was little more than a protracted mission to set up concert dates for the VP for Finance and his rock band: The International Band for Reconstruction and Development. The matter has been referred to the Office of Ethics after Pete Gallant, Head of Security, recused himself from investigating after admitting he was auditioning to play the tambourine.

New!
from HSDI

Tired of brainstorming about how to shift paradigms? Can't take one more meeting about right-sizing staff or synergizing comparative advantage?



Newsflash – we are investigating allegations of the new travel system defaulting to route all passengers, regardless of destination, on Ethiopian Airlines.

