

ISSUE

03

Other Worldly

ALL THE NEWS THAT'S FIT TO CONFUSE
April 1, 2013

Ch-Ch-Ch-Ch

CHANGES!

Can this man deliver?

**Open Space News
Scandal at the Fund
Snakes & Ladders
Boris is Back!**

**PLUS ...
What we're reading
and watching**

\$3.99US \$5.99CAN



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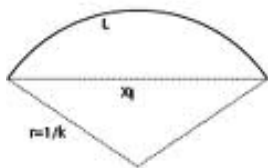
Letter From The Editor

Over 30 issues - from the first Snow Flake in 1994 to Bank's Wordy in 1998, Bank Swirled in 1993 and Other Worldly in 2011, small cadres of editors and contributors have been squirreled away in hidden rooms, creating parody magazines, in an effort to make you laugh. They have done so fueled not just by whatever snacks they could lay their hands on, but by a burning desire to bring some levity to the workplace.

We are honored (and exhausted) to bring you this bumper 30-page long 30th edition which celebrates (another) time of change, where we celebrate the slogans, the staff, the clients, the management and all that binds us together in our effort to bend the arc of history.

We hope this issue of Other Worldly resonates with you and we thank the institution for providing more fodder than we could possibly use.

Bending the Arc



$$\kappa = \frac{2}{L} \operatorname{sinc}^{-1}\left(\frac{|x_{ij}|}{L}\right) \text{ where } \operatorname{sinc}(x) = \frac{\sin x}{x}$$

$$f_i = k_b \kappa L \frac{d\kappa}{d|x_{ij}|} \frac{x_{ij}}{|x_{ij}|} = k_b \kappa L \left(\frac{d|x_{ij}|}{d\kappa}\right)^{-1} \frac{x_{ij}}{|x_{ij}|}$$

$$= k_b \kappa^2 \left(\cos \frac{\kappa L}{2} - \operatorname{sinc}\left(\frac{\kappa L}{2}\right)\right)^{-1} \frac{x_{ij}}{|x_{ij}|}$$



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Please direct all negative comments and complaints to Laura Frigenti.

The Absurder by Boris Summor

The very pleasant Swiss Guard showed us in, despite his flam-berge looking far less fearsome than a rubber-gloved Customs and Border Patrol agent's Dalmatian sniffing for foie gras at Dulles, or an ED denied an iPad 4. When we got Joe's SMS in Paris marked "E' urgente", Muffy insisted we leave the pied-a-terre Christine so kindly lends us each year and take the very first TGV to Rome. (I know I should call him Benny but we do go back such a long way.) Never a lead highway engineer or even a sector manager, Joe's nonetheless been among our closest friends ever since the famous—and now no longer allowed—YP orientation I organized in Munich one year during Oktoberfest. We'd been renting a small flat to summer in Castel Gandolfo ever since, and Joe often invited us round for cocktails and a humble seven-course dinner. (No wonder Frankie has sourly told the Curia "el carnaval ha terminado." But I digress.) We heard the patter of red loafers in the corridor. "Boris," Joe exclaimed, "danke fürs Kommen so schnell!" As he pulled Muffy to her feet so he could kiss her on both cheeks and admire her outfit. "You look maah-velous," he intoned as a youngish Monsignor poured drinks, laid out oysters, lobster and caviar, and quietly retreated, closing the door behind him. "I thought of you immediately, Boris; I've decided to take an early out, and, well, our HR people didn't have the faintest idea of where to start. You'd think it had been five hundred years since they'd done this," he said, passing a heavily marked up calligraphy document across the coffee table. No, it was not the brutally negotiated Indonesia Country Assistance Evaluation, fresh from

the parchment printers, prepared by one of IEG's barely cold retirees. (Remarkably deathlike, I've often told Caroline.) Marked "©Roinne Sláinte", it was a "Rule of 94" departure package. I could see Anne Marie Leroy's heavy hand in the drafting—they should have hired a lawyer—so over a bottle of vintage grappa or three we set to work, Joe and me, to prepare to meet the Curia in the morning. I am sworn to secrecy—at least until sometime around next Easter when the "made for TV" movie appears in which Tony Hopkins will play Joe, Bradley Cooper will play me and Dame Helen Mirren, Muffy—but it's fair to say that the terms were somewhat unusual. Like the Bank, there was a paltry pension in ducats, the Vatican corporate discount on the Holy BlackBerry managers pray to during conclaves (not even a Z10!), as well as "mess" privileges of somewhat higher standard than Restaurant Associates can muster. The usual, though "Pope emeritus" sounds better than "retiree STC". There was one very innovative, nonnegotiable point that I thought fair in return for a lifetime suite with full board at a small, centrally-located Rome boutique hotel run by the good Sisters (whom Pamela had once told me over drinks had taught her and Hasan Spanish—funny, the Sisters speak only Italian—and had turned, fortunately for them if Pamela ever finds out, to inn-keeping) and Joe thought long and hard about it. Finally, and with the helicopter farewell from St. Peter's and the Piers Morgan interview thrown in, he agreed to the last sticking point: to never be seen in public again. This, I thought, was something that the Bank would be well-advised to adopt, despite the uproar this will cause among my

erstwhile retiree colleagues in the 1818 SoMuchHaveWe. When I rang them from the Senator Lounge at Fiumicino, Sean and Caroline (the other one, who has the SVP voodoo doll on her desk) thought it was an excellent idea, if only to show that the 365-day cooling off period let the retiree STCs off lightly and to make next summer's OPE season even more palatable to those who "choose to leave". Frankie, who seems nice, was also pleased, but I declined his kind offer of indulgences, and headed back to meet the new CFO in time for the cherry blossoms. Bertrand had never enjoyed them before, so one morning we went on a brisk walk around the Tidal Basin. Even a French 'wunderkind' in his first month was alarmed by what Vincenzo had told him he'd find. Not his RVP colleagues, or the Legal Department, but the gift-wrapped boxes of risk hidden all over the place like partnerships in SDN. I assured him those were now actually "solutions" that like any other bank we had like deposits. "But don't most banks keep track of their risks?" he asked. "Yes, but we're actually a fund, as Lord Keynes cleverly observed, so it all comes out in the wash." He didn't seem convinced, so we headed over to CityZen for a long lunch and I tested his acronyms and regaled him with stories of trust fund reform and what happened to TRE's rounding errors before IAD found the "missions" to play golf in Scotland. Ah, the old days...

Deadwood Diaries

Chronicles of a non-performer in Washington, DC

Dear Diary:

Oh No! My manager got wind of my non-performance and now I must activate my wondertwin powers and trigger my “informal networks” for protection ... must outwit, outplay and outlast my manager. But before I do that, I need to take a break - time for my morning cigarette. [Flick] “Ahhh”. Think I’ll head outside to satisfy my addiction.

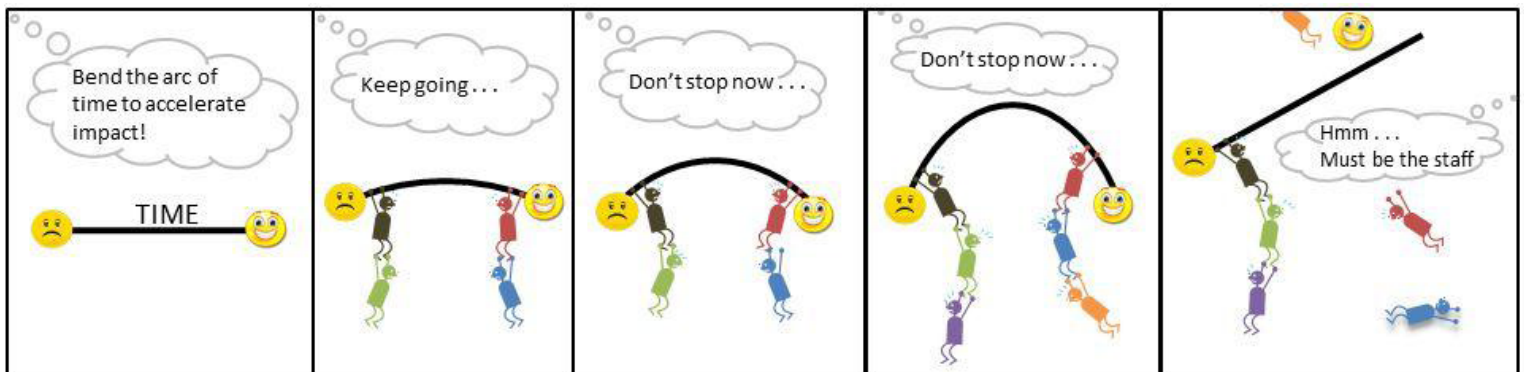
Still angry about last night’s incident at the Y2Y/JPA event. Thought I’d offer a little mentoring during their “Happy Hour For Young People” party. However, bouncers stopped me at the door and stated that I was “too old” and the party was not age appropriate for me. He suggested that I attend the “Y2Y Community Outreach - Bingo for Seniors” event. Stupid Youth to Youth, they outta be called “Youngsters Ostentatiously Utilizing Their Hipness.” And how dare they associate themselves in the same class as the YPs! The joke is on them though. Thank God I’m open-ended and this place can’t get rid of me and those RTC’s will be outta here shortly - no matter how hard they work! Oh well, old age and treachery will overcome youth and skill. Will have to write a nasty post about them on my Facebook page! Need a cigarette. [Flick] “Ahhh.” Now I’m hungry and in the mood for something sweet and savory - time for my mid-morning, pre-lunch snack.

Headed down to the MC Cafeteria and was horrified to learn that I can purchase a dessert the size of a shot glass for the low, low price of \$5.95. \$5.95!! Perhaps I’ll just grab some mangoes from the G ST Open Market. On the way, I saw Philippe locked in a hushed and earnest discussion with the new French ED, Herve. I could not make out the entire conversation, but the words “13th Floor ED’s Smoking Lounge” were heard. Men after my own heart! [Flick] “Ahhh.”

Enjoying another cigarette in the hidden smoking room after that fruity snack, [Flick] “Ahhh”. While pretending to read the Financial Times, I overhear a rumor that Miss Dorothy and that new guy, Sean, are gonna have to attend a peace accord as the pre-nuptial agreement between the two had yet to be signed. Amazing the stuff you can pick up from loose-lipped smokers. Need to head back to the office after finishing this fourth cigarette [Flick] “Ahhh”.

On second thought, I want to see that new “open space” where Dr. Kim and the others sit. Dr. Kim isn’t in the area at the moment (apparently he’s auditioning with Cyril for some high-profile music video) and the space is as empty as my pack of cigarettes. Drat!

As I walk back to my office, I discover a lot of learning going on in the conference rooms. I’ll just scan my badge at all the “sign-in” stations. Now my LMS will be full of courses and I’ll be able to tell my manager where “I’ve been” all day. [Flick] “Ahhhhh”.



APRIL at the CAFES & MDR

Succotash Festival

Prepared Three-Ways

Tuesdays at all the Cafes

Chicken Feet Fridays

Just like Mama used to make!

Main Dining Room

Baby Chickadee Stew

So Juicy & Tender - you won't believe it!!

GLOBAL at all Cafes

Whoopie Pies...To Bring Home

Pick up an order form at the cash registers

Beginning Monday, April 1, 2013

It's Five O'Clock Somewhere Wednesdays

Enjoy a Stoli Vodka cocktail with your club sandwich

Executive Dining Room

Curry Crab & Chicken Soup

The hottest dish in Chennai! With artificial crab legs and authentic chicken backbone broth!

BBL - MC 2-800, April 1, 2013 - Noon

Spotted Dick & Haggis Combo

A Taste of the British Isles

MC Atrium Coffee Bar

<http://food>



THE WALL STREET JOURNAL.

DOW JONES
A NEW CORPORATION COMPANY

Monday, April 1, 2013

- VOL. CCLXI NO. 67

WSJ.com

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Merger or Hostile Takeover?

Still reeling from the closure of Kinkeads, IFC managers' favorite crab cake hangout, Sr. Management at IFC has been pummeled by the news of a "merger" between the EXT, IMT and HR Departments and their counterparts at the World Bank.

"Everyone knows we're younger, better looking and that the private sector is just dying to get their hands on us. As soon as we put the World Bank logo on our business cards, our marketability will plummet" said one IFC insider who was interviewed at the print shop attempting to thwart GSD guidelines on the new World Bank Group business cards.

China gifts IADB \$2 bn. World Bank "cumbersome"

One blank check. One signature. One major commitment by a superpower to the rapidly emerging "Dons of Development" in the Latin America Region

No, the beneficiary was not the World Bank--in spite of its 15 year head start on the ground in the region--but the Inter American Development Bank, which has grown from a loose cooperative of coca farmers to a behemoth that last year lent \$12 bn to countries in the region, double the portfolio of the World Bank. Currently in a converted glossy fountain-rich hotel just a stone's throw from the White House, speculation is rife that the Chinese monies would be used to purchase the I-building together with all its assets, human and capital. Any resources remaining would be used for a fact-finding mission to the 2016 World Cup in Rio and samba and salsa lessons for non-Latinos working in the region.



ACS staff from Brasilia celebrate possible move to IADB

The rumor has sent World Bank staff into a joyous frenzy, fueled by the significantly higher salaries and pre-1998 pension offered by the IADB. The en-suite bathrooms attached to each office are another windfall of the proposed transaction. In anticipation of the impending purchase, a carnival-like atmosphere has descended on the redbrick building on the corner of I and 19th Streets. DC's EL Fuego Peruvian food trucks were spotted dishing out carapulcas to all staff, washed down with pisco sours. Coronas™ and coconut juice are apparently being sponsored by the

Bank's Mexico Country Management Unit and even Puerto Rico, which has no office and no projects, has attempted to muscle in on the festivities with its pseudo-rum Bacardi spritzers making an appearance.

In a parallel move, the Hugo Chavez Memorial "Anti-Capitalism" Foundation is expected to announce a major bequest to IADB later this month, to "halt the tyranny of those new colonialists in Washington". It is not entirely clear which colonialists they are referring to - the EDs from France, Portugal and Spain or the team working on the indigenous peoples project in the Oaxaca region, who have been seen negotiating somewhat over-zealously for the for the hand-embroidered huipils at the local Thursday market.

In the news ...

American Express yesterday announced that they would no longer be providing corporate travel services for the World Bank Group. In a written statement, the company confirmed that the split was "amicable" but insider sources cite the upcoming cessation of spouse travel (even though some "spouses" seemed to change between missions), arbitrary reststop policies that are causing confusion, and finding an aisle seat for Steen Jorgensen. "Plus those complaints that keep being made about us at the townhalls have really "unbuckled our seatbelt" said one AMEX source - "Have at it - enjoy Expedia!"

Diners Club is being investigated by the Securities and Exchange for sneaking those foreign transaction fees onto your bill when nobody is looking and putting them in really really small font. Staff in field offices are not affected as they are expected to take out a personal loan to cover business travel - in economy class, of course.

Paramount Pictures has seized on the emergence of three Asian leaders at the helms of the Bank, IFC and MIGA to begin negotiations on a Washington-based **Rush Hour 4**. Chris Tucker is expected to reprise his role - no love interest has yet been identified.



**Travel the World in Style!
Be a Special Envoy
and Visit Everywhere
(Well, almost everywhere...)**



Organizational Health Index Survey

Please write down this 10-digit code, you will need it to re-access the survey if you are interrupted: 202-458-SNOW

This survey is a primary input to help the World Bank Group’s leadership understand the strengths of our organization on which we can build. Individual responses are kept strictly confidential and World Bank Group personnel will not have direct access to the source data unless you say something really inappropriate and critical of management in which case your UPI will be identified and all access to Bank buildings and equipment will be immediately withdrawn. HR can advise on pension accruals during any periods of administrative leave.

How this survey is organized

The survey is organized into several sections:

- The **DEMOGRAPHICS** section asks you for basic background information, including any past criminal records and credit scores. This will not be shared with anyone within the World Bank Group, but may be disclosed to the State Department, FBI, IRS and Interpol.
- The **ALIGNMENT, RENEWAL and EXECUTION** sections explore the effectiveness of nine elements of organizational performance and health. “Renewal” is the new “Reorganization” which will result should “alignment” not happen. “Execution” is self-explanatory.
- The **VALUES** section will ask you to select between 5 and 10 values that best and least describe the organization, currently. We suggest you pick a number between 5 and 10, write it down on a napkin and ask a colleague to guess what the number is. Whatever they guess, subtract it from your original number and then round up to the nearest multiple of 2. This is how many boxes you should check.
- The **FINAL COMMENTS** section asks you to share brief thoughts about the institution’s potential quick wins. The survey administrators don’t really have the time, the manpower or the inclination to look at these answers. But it comes with the off-the-shelf package that will benchmark you against Macdonalds, Aer Lingus and Enron, with the civil services of Tajikistan and Liechtenstein thrown in for good (public sector) measure.

Any survey expert will tell you that a survey that takes more than 20 minutes to complete is an irritant. This survey will take approximately 49 minutes for American-English native speakers, 54 minutes for real English native speakers and between 2 to 4 hours for the remainder of the target participants.

Questions

If you have any technical questions about the survey or encounter any technical difficulties please contact www.google.com (<http://www.google.com>) and enter your question in the box that appears. It’s what everyone else does on anything relating to the World Bank Group.

DEMOGRAPHICS

We already know your age, blood type, marital status and weight. But Peoplesoft is acting up so would appreciate you helping us fill in some gaps.

Appointment Type:

- | | |
|--|---|
| <input type="checkbox"/> Till death do us part – Regular/Open Ended
<input type="checkbox"/> Till I tick off my manager – Renewable Term
<input type="checkbox"/> No one cares - ETC/ETT | <input type="checkbox"/> (still keeping a) Foot in the Door – (Retiree) STT/STC
Note: YPs – as special as you are, please select from the above categories – we have not set aside one just for you |
|--|---|

Job Category:

- | | |
|---|---|
| <input type="checkbox"/> Worker Bee ACS GA-GD
<input type="checkbox"/> Worker Bee with power and P-card ACS EA, OM,
<input type="checkbox"/> Worker bee with career path potential Non-ACS GA-GD
<input type="checkbox"/> General dogsbody ETC
<input type="checkbox"/> Escapee from GD or overqualified grad GE/GF
<input type="checkbox"/> Beast of burden, investment facilitator, GG Staff
<input type="checkbox"/> development deliverer, VP luggage carrier | <input type="checkbox"/> The “Made-It” Brigade, with full tyranny potential GH-GI
<input type="checkbox"/> Mirror exercise participant, Op-ed privileges GJ – VP
<input type="checkbox"/> Scared To Comment on the “anonymous” blog. STC
<input type="checkbox"/> Scared To Talk STT |
|---|---|

ALIGNMENT: DIRECTION, LEADERSHIP, CULTURE AND CLIMATE

The vision for the World Bank Group’s future is widely understood by its staff members	Of course it is <input type="radio"/>	Tend to Agree <input type="radio"/>	Who Cares? <input type="radio"/>	Tend To Disagree <input type="radio"/>	Seriously? <input type="radio"/>
The World Bank Group's strategy has all its ducks in a row	Quack <input type="radio"/>	Tend to Agree <input type="radio"/>	What Strategy? <input type="radio"/>	Tend To Disagree <input type="radio"/>	I am a vegetarian <input type="radio"/>
Staff members' day-to-day behavior is guided by the World Bank Group's strategy	Yeah baby <input type="radio"/>	Tend to Agree <input type="radio"/>	Who Cares? <input type="radio"/>	Tend To Disagree <input type="radio"/>	Oh behave <input type="radio"/>

Leaders in the World Bank Group (including my direct supervisor): Are steering the World Bank Group in the right direction	Yes, kissy kissy <input type="radio"/>	Tend to Agree <input type="radio"/>	I'm not in the car <input type="radio"/>	They can't drive <input type="radio"/>	Are you kidding me? <input type="radio"/>
Leaders in the World Bank Group (including my direct supervisor): Make high quality decisions	I think I agree <input type="radio"/>	If you say so <input type="radio"/>	Who Cares <input type="radio"/>	I don't think so <input type="radio"/>	I'm a manager <input type="radio"/>
Leaders in the World Bank Group (including my direct supervisor): Maintain constructive relationships with the people who report to them	What does constructive mean? <input type="radio"/>	They think they do <input type="radio"/>	Maybe <input type="radio"/>	Tend To Disagree <input type="radio"/>	Only during 360 season <input type="radio"/>
People want to work here because of the culture and work environment	I do!!! <input type="radio"/>	I love culture <input type="radio"/>	Should we wear national dress more? <input type="radio"/>	It's for the money <input type="radio"/>	It aint for the pension plan <input type="radio"/>
There is a good atmosphere within the World Bank Group	Thanks to Climate Change <input type="radio"/>	Tend to Agree <input type="radio"/>	? <input type="radio"/>	No - Change is in the air <input type="radio"/>	My boss just tooted – help! <input type="radio"/>
The World Bank Group's incentive and recognition systems promote healthy competition among staff members	Ready to stab anybody in the back <input type="radio"/>	I prefer cronyism <input type="radio"/>	What recognition? 1% "bonus" for 5 ratees? <input type="radio"/>	No-one knows what I do <input type="radio"/>	I am rated "1" – why are you asking me? <input type="radio"/>

RENEWAL

What does change mean to you? Check all that apply

- Change is something I believe in
- Life really sucks, things have got to change
- Change is good, especially if you find enough under the sofa to pay for pizza
- I am going through "the Change"
- Does Change Management mean we get to change management?

EXECUTION

What are the obstacles to attaining measurable impact? Check all that apply

- Flat real budget
- The Board
- Inscrutable operational policies
- The clients
- The donors
- My co-workers
- My unsupportive spouse/ partner
- The internal justice system
- Everyone in Washington
- Everyone in Field/Country Offices
- The Staff Association
- My manager
- Human Resources
- My ineptitude
- I don't do Windows™
- Those three ladies upstairs

VALUES

Please select the most important workplace motivators from the following list

- Money
- Status
- Lifelong employment
- Ending Poverty
- Boosting shared prosperity
- Merit-based recognition
- Hobnobbing at international conferences
- Credible performance management
- Keeping IFC's "uniqueness"
- Helping others
- Eradicating corruption
- Getting a ticket to the IMF Christmas party
- Catered lunches

FINAL COMMENTS (fully attributable)

If you were President of the World Bank Group for a day, what would you do? (33 character limit)

BONUS ROUND – FOR COLLEAGUES ALWAYS ON THE LOOKOUT FOR EXTRA CREDIT (you know who you are)

True or False

- Laura Frigenti is the most powerful woman at the World Bank Group
- Modernization and Change will have an impact on my ability to deliver results before I reach mandatory retirement age
- Chicken meals on flights are usually more reliable than the beef option
- Things have not been the same since Donna Summer passed away

THE KRONICLES OF KIM

July – Call me “Jim”!

Dr. Kim arrives at Main Complex – rose petals are strewn at the entrance. High energy President. Hurray!

First-ever chair-less townhall. Incidence of elbow bruising and varicose veins triples among Health Room visitors.

Jim talks of paperless office. Cheers all around!

Words like “inspirational” start being thrown around. Hand-shaking tours begin, choreographed to the minute. Directors uneasy at unfettered access to staff, including some who know more than they do. GI+ staff sign up in droves for summer leadership courses.

Board happy he’s at least talking to them – for now.

August – Leadership is in!



Jim Kim takes annual leave. Did he work through it like most of us? He only gets 2 days a month for his first 5 years, right? HR Service Center investigation launched, but nobody returns calls. VPs start to fight over who gets to travel with him to Detroit, New York – speculation over (interim) favorites among VPs.

Two sherpas hired to carry briefing books.

Kim travels to New York to meet with Korean Secretary General of UN – Bank quickly hires Korean translators ... just in case.

September – Makeover Time

Jim launches open-space initiative – press release claims \$200k for renovation work but no-one buys it (or the big Ceaucescu sized chandeliers that are put up for auction on EBAY to offset the costs). VPs trample each other to get prime space – close enough to eavesdrop, but not too close to be overheard or seem to be too intrusive.



Chairs return at townhall.

Word cloud@ VP meetings shows “transformative” most used.

October – Meet the “Family”

Jim Kim meets the Governors, but will never win over the crowd when wearing a black “what will it take t-shirt” when the competition has on a Chanel dress. JYK talks of bending arcs and other inspirational stuff and finds some new fans in remote places. At townhall, Kim says “change is not about *moving the boxes around*”.

McKinsey unleashes torturous OHI on staff –productivity plummets across the Bank Group as the “most talented development professionals” try to understand what questions mean and what language they’re in. Kim travels to Knowledge Forum in Seoul. Announces knowledge hub in South Africa, but BRICS not placated and plot to set up own “Bank”

November – “Wednesday, Bloody Wednesday”

Bono comes to the Bank and INT ignores calls about misconduct by rock stars. Dartmouth fans, er



interns, visit Bank that day –what a coincidence. Sanjay becomes coolest VP – for now.

Jim Kim does first trip to Haiti as President – receives warm welcome and a request for a repeat prescription from a former patient.

Mirror exercise reveals that VPs had never met as a Community of Practice before. That explains a lot

December – Big Moves

JYK moves boxes around.

Pamela Cox moves to 12th floor, invoking OP on involuntary resettlement when cultural property rule doesn’t wash. Africa Club protests lack of diversity in new appointments, but fails to submit protest in proper briefing format.



Kim hosts VPs for holiday drink – rumors of tequila shooters among “in-crowd” quashed by hung-over looking EXT.

Internal Reform Secretariat disappears.

January – too much SPF?

Follow the Sun initiative warmly received by CO staff, but long winter frost sets in with abrupt change in HDN leadership.

Bloomberg comes to the Bank – more strategic priorities join the growing list.

Top-heavy Change Working Groups highlight the “in” and the “out” crowd., none of whom are below a GH.

February – St. Valentine takes a vacation

Punxsutawney Phil predicts HDN chill will end. Wrong. Love-fest starts to wane among remaining VPs as they start to ask “Who’s advising him”, not knowing any details other than that it’s not them.



Jim heads “To Russia with Love” but the BRICS Bank has started to take shape. No huffing and puffing will blow this house down.

The ~~empty~~ open space looks very, very lonely.

March Madness

Development Committee draft leaked to UK national paper. Board takes open-data initiative too far, again. Commencement speech was so much easier to control.

Jim opens Global Conference on Citizen Engagement For Enhanced Development Results – staff wonder if he’s spending as much time engaging his change team for enhanced results.

Kim hears rumors of impending VP rotations and thinks, “*actually, that’s not a bad idea ...*”



Economist from visitors’ area coffee table actively scanned each Saturday for headhunter ads announcing search for job VP thought was theirs forever.

MATCH GAME 2013

MATCH THE QUOTE TO THE KIM

1	<i>Remember, people only rain on your parade because they're jealous of your sun and tired of their shade.</i>
2	<i>As I said, I began losing confidence in my instincts, which is tough and very bad for an instinctive person.</i>
3	<i>Practically all the relationships I know are based on a foundation of lies and mutually accepted delusion.</i>
4	<i>Number one rule, always keep your cool, even though you ain't a fool.</i>
5	<i>You must have been a bad boy to end up here.</i>
6	<i>You have to be a little unreal to be in this business.</i>
7	<i>Nobody knows who I am.</i>
8	<i>If I can use a vernacular, we're homeboys, as it were, you know.</i>
9	<i>There's going to be trrrrrrouuuuuuubbbbbbllllleeeeeeee!</i>
10	<i>I put my wig in there to deep condition it in a plastic bag, and it caught on fire.</i>

- A**

Kim Basinger
- B**

Kim Cattrall
- C**

Daniel Dae Kim
- D**

Kim Fields
- E**

Jim Yong Kim
- F**

Kim Kardashian
- G**

Kimberly "Lil Kim" Jones
- H**

Kim Novak
- I**

Kim Sonderholm
- J**

Kim Zolciak

Out of 200 Directors,
only 10 are not open-ended.



Renewable Term Contracts

Here to stay until it hurts the Big Boys....(and Girls).





Registration for the Pre-Retirement Seminar
1PENSION@WORLDBANK.ORG to:
82977 PENAD

04/01/2013 03:16 PM

This is to confirm your registration. We have reserved a slot for the April 1, 2013 Pre-Retirement Seminar for you. It will be from 9 - 5 PM at C8-150. The reference materials for this seminar will be distributed during registration on the morning of April 1, 2013. The agenda will be sent prior to the seminar.

Note: Only coffee and tea will be provided for this seminar. **Please bring your own water.** Water is available from the MC Atrium waterfall and associated river. Please be careful when retrieving your water, as high tides often cause the GSD C2-level Service Center to flood. Please note: the MC Atrium river water is the same great tasting water used for Restaurant Associate Coffee Service.

Thank you.

Please do not respond to this message if you are attending the seminar. To cancel your registration please go to your HR Kiosk.

Best regards,

Pension Administration
The World Bank
Phone: (202) 458-2977
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Pension Kiosk Room Number: MC 1-850

Telegraph.co.uk

French police raid IMF chief Christine Lagarde's flat in Bernard Tapie probe –uncovering documents linking Greece's GDP to IMF Christmas party

French authorities have searched the Paris flat of IMF chief Christine Lagarde as part of an investigation into her handling of the 2012 IMF Holiday Party. The "bijou" 4000 square foot residence, overlooking the Arc de Triomphe will take close to two weeks to pore over, according to sources from the Gendarmerie.

Police are investigating claims that Lagarde, when French Finance Minister under Nicolas Sarkozy, acted illegally in embezzling funds destined for the European Union Fund to Save Greece, by putting them in an offshore account in Martinique. The bank statement showing the balance of close to €2,895m was apparently part of the materials utilised to convince the Fund's Board of Executive Directors of her appropriate candidacy to lead the world's premier global institution charged with, somewhat ironically, fostering global monetary cooperation, securing financial stability, and facilitating international trade.

She apparently secured the much-needed votes by committing to spend at least €2m on food and beverages for the annual holiday party (See full menu on the next page). One Executive Director cited her oral pledge to "bring back the oyster shooters" and give staff a real choice of cocktails.



This search will help uncover the truth, which will contribute to exonerating my client from any criminal wrongdoing," Lagarde's lawyer, Yves Repiquet, told Reuters. It was conducted a day after France's budget minister resigned after being targeted in a tax fraud inquiry, and just prior to the opening of the IMF Punta Cana Resort. Socialist President Francois Hollande came to power last May vowing to crack down on the cozy relationships between politicians and businessmen he said were rife under Sarkozy.

Mme Lagarde could not be reached for comment. Sources close to Karl Lagerfeld said she was being fitted for the Autumn Winter 2013 Chanel collection by her favorite couturier, Geraldine.



©AFP/Getty Images

"Christine and beau entering IMF Christmas party"

2012 Holiday Party

Saturday, December 15, 2012
from 8:00 p.m. to 1:00 a.m.

Food Offered from 8pm – 11pm

HQ1 First Floor

HQ1 19th Street Entrance (Lobby)

Passed Hors d'oeuvres (Served from 8pm – 9:30pm)

Local "Choptank" Sweet Oyster Shooters with Tomato Jalapeno Broth
Crispy Fingerling Potato topped with Eggplant

Caviar Crème Fraiche (Vegetarian)
Smoked Salmon Mousse in an Edible Cone
Warm Truffle Braised Short Rib Tartlets (Beef)

Passed Cocktail: Peppermint Party

HQ1 Café Seating Area

Indian Station

Royal Lentil Curry (Vegetarian)
Shrimp Pakora
Eggplant with Tamarind (Vegetarian)
Lamb Korma
Chicken Biryani
Calcutta Beef Curry

Basmati Rice (Vegetarian)
Tomato Raita (Vegetarian)
Onion Chutney (Vegetarian)
Sweet Mango Chutney (Vegetarian)
Mint Chutney (Vegetarian)
Crispy Poppadum (Vegetarian)

Coffee and Dessert

Assorted Christmas Cookies
Crispy Mexican Churro Bites
Mantecado (Spanish Christmas Cookies)
Baklava Bites

Assorted Mini French Pastries
Mini Baked Apple Pie Tartlets
Assorted Petit Fours
Coffee and Tea

HQ1 Second Floor

HQ1 Reception Hall

Specialty Drink: Partridge in a Pear Breeze

HQ1 Bistro

Appetizers

Asian Short Rib Tartlet (Beef)
Imperial Shrimp Rolls
Cheese Empanadas filled with Mozzarella Cheese, Serrano Chili and Olives (Vegetarian)
Crispy Edamame Pot Stickers with Soy Ginger Dipping Sauce (Vegetarian)

Chicken and Lemongrass Dumpling with Sweet Thai Chili Dipping Sauce
Assorted Sushi Platters with Soy Sauce, Ginger, and Edamame

HQ1 Atrium

Coffee and Dessert

Assorted Christmas Cookies
Crispy Mexican Churro Bites
Mantecado (Spanish Christmas Cookies)
Baklava Bites
Assorted Mini French Pastries

Mini Baked Apple Pie Tartlets
Assorted Petit Fours
Coffee and Tea
8oz Bottled Water

HQ1 Gallery

Thai/Vietnamese Station

Thai Drunken Noodles with Chicken
Pineapple Fried Rice (Vegetarian)
Pad Thai Tofu (Vegetarian)
Crispy Vietnamese Spring Rolls with Soy Ginger Dipping Sauce (Contains Pork)

Stir Fried Lemongrass Beef on Rice Vermicelli
Bo Lu Luc (Beef with Tomatoes and Onions)
Chicken and Park Garden Rolls with Peanut Sauce (Contains Pork)
Green Papaya Salad (Vegetarian)

Mediterranean/Middle Eastern Station

Beef Shawarma
Lamb and Beef Kofte
Crispy Mediterranean Calamari with Roasted Red Pepper and Harissa Sauce
Falafel (Vegetarian)
Kushari - Lentils and Rice in Tomato Sauce (Vegetarian)

Fattoush (Vegetarian)
Toasted Pita Chips with Hummus (Vegetarian)
Stuffed Grape Leaves (Vegetarian)
Tabbouleh (Vegetarian)
Cucumber Yogurt Sauce (Vegetarian)

HQ2 Conference Hall

HQ1 Meeting Halls A & B

Mexican Station

Chicken Enchiladas tossed with Salsa Verde and Topped with Mexican Crema
Baja Fish Taco Casserole with Tomatillo Sauce (On the side)
Shredded Cabbage, Pickled Jalapenos and Pico de Gallo
Carne Asada (Beef)
Crispy Potato Fries topped with Pablano Mole Sauce and topped with Mexican Crema and Queso Fresco (Vegetarian)

Plantain Fritters stuffed with Black Beans, and Chipotle Peppers with Piloncillo Sugar Sauce (Vegetarian)
Mexican Red Beans and Rice (Vegetarian)
Crispy Tortilla Chips with Salsa and Guacamole (Vegetarian)

HQ2 Second Floor

HQ2 2nd Floor Bistro

Specialty Drink: Nutty Jester

HQ2 Café Seating Area

American Station

Crispy Clam Strips with Traditional Remoulade Sauce
Canadian Salmon Cakes with Creamy Roasted Corn Relish
Slow Roasted Texas Brisket with Mustard Cole Slaw
Southern Fried Chicken Bites
Traditional Jambalaya (Contains Pork)

Truffled Macaroni and Cheese (Vegetarian)
Jalapeno Cheese Corn Bread (Vegetarian)
Chopped Salad with Creamy Herb Vinaigrette (Vegetarian)
Assorted Sushi Platters with Soy Sauce, Ginger, and Edamame

Coffee and Dessert

Assorted Christmas Cookies
Crispy Mexican Churro Bites
Mantecado (Spanish Christmas Cookies)
Baklava Bites
Assorted Mini French Pastries

Mini Baked Apple Pie Tartlets
Assorted Petit Fours
Coffee and Tea
8oz Bottled Water

Fruit and Cheese Display with Assorted Crackers and French Baguette Slices will be put out at each Station at 10:30pm, or after Buffet Offerings are Finished

HQ1 Third Floor

HQ1 Meeting Halls A & B

Full Bar

Specialty Drink: Cheers from Paradise

Tunnel between HQ1 & HQ2

Specialty Drink: Mr. Grinch

HQ2 First Floor

HQ2 Lobby & Atrium

Passed Hors d'oeuvres (Served from 8pm – 9:30pm)

Local "Choptank" Sweet Oyster Shooters with Tomato Jalapeno Broth
Crispy Fingerling Potato topped with Eggplant Caviar Crème Fraiche (Vegetarian)

Smoked Salmon Mousse in Edible Cone
Warm Truffle Braised Short Rib Tartlets (Beef)

Passed Cocktail: Poinsettia Cocktail

Coffee and Dessert

Assorted Christmas Cookies
Crispy Mexican Churro Bites
Mantecado (Spanish Christmas Cookies)
Baklava Bites
Assorted Mini French Pastries

Mini Baked Apple Pie Tartlets
Assorted Petit Fours
Coffee and Tea
8oz Bottled Water

HQ2 Conference Hall

Full Bars

Specialty Drink: Margarita

Spanish Station

Papas Bravas (Spicy Potatoes) (Vegetarian)
Ensalada Murciana (Tomatoes, Roasted Peppers, Olives, Capers, Hard Boiled Eggs, Onion, Tuna, and Red Wine Vinaigrette)
Cured Spanish Ham and Assorted Chorizo Sausage Platter (Contains Pork)
Coles de Bruselas (Brussels Sprouts with Garlic, Onions, Manchego Cheese, and Sliced Marcona Almonds) (Vegetarian)

Seafood Paella
Pernil (Roast Pork Shoulder)
Albondigas a la Jardineria (Beef Meatballs served in a Vegetable and Herb Marinara Sauce)
Sliced Bolillo Bread (Vegetarian)

Until Debt Do Us In

Net Pensions, Retirement and Insolvency

by **I. M. Poor and Hart B. Roken**

Working at the World Bank Group has its perks: long hours, no weekends, jet-setting to ignote corners of the world without blackberry service, broken families and high cholesterol/blood pressure. Retirement brings another set of joyful discoveries to the net pensioners: balancing the checkbook, eating leftovers four days a week, rediscovering walking and cycling. "It is not that my pension is too small, the month has too many days". This book examines ways in which net plan retirees can survive while cooling off. The lotteries with the best odds, best neighborhoods for dumpster-diving, best corners in MC to find empty offices with phone service, etc.

I. M. Poor and Hart B. Roken, Editors

**UNTIL
DEBT** **DO US IN**



Net Pensions,
Retirement, and
Insolvency



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World Bank

Monday

April 1, 2013

12:30PM – 2:00PM

Light Lunch will be sold at noon

Auditorium J1-050

World Bank J Building

701 18th Street, NW

Washington, DC 20433

RSVP infoshopevents@worldbank.org

This event is sponsored by External Affairs and the
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Diya Aur Baati Hum (India): This week, our heroine, Sandhya Kothari, a Bangalore Office LRS who aspires to become an IRS, tries to balance her work and study, only to be constantly distracted by 32121 calls from clueless Washington staff.

Engrenages (France): General Counsel Anne-Marie Leroy stars as in this gritty crime drama. “Maitre” Leroy must find a way to defend Bank Management from an unsympathetic World Bank Administrative Tribunal, relying on Leonard’s unorthodox team of investigators to find out where the bodies are buried. Also starring Philippe Le Houerou as the brilliant but enigmatic Inspecting Judge Francois Roban.

空镜子 Kong Jing Zi “Nothing in the Mirror” (China): This week, as every week, no-one on the Senior Management Team dares tell Jim Kim what they really think of the “Mirror” exercise. EBC’s Zhu Xian ponders how to get SMT members to “Live their Values,” while simultaneously wondering whether they have any.

интерни “Interns” (Russian Federation): Laughs abound this week as JPAs try to protect their turf from a sudden influx of summer interns. Open-ended staff are secretly pleased to see the bright young upstarts upstaged by even brighter, younger upstarts.

Scandal (South Africa): Viewers have been on the edge of their seats as Cyril Muller tries to grab control of an Internal Communications team run amok. With External Communications threatening to go the same way, can Cyril get them all to stay on (Jim Kim’s) message?

World Bank Group Idol (International): Viewers were stunned last night as HDN staff favorite Tamar Atinc Manuelyan was abruptly booted out of the competition. Pressure is mounting on remaining contestants Makhtar Diop (Afro-Pop superstar), Van “the Man” Pulley and his Big Band, Lord of the Dance Sean McGrath and Heavy Metal act Axl Rose von Trotsenburg, however the front-runner is clearly Pamela Cox, who has held on longer than anyone thought possible. IFC and MIGA staff walked out in protest over rigged voting; but the judges pointed out that IFC and MIGA contestants just can’t pull in the votes since they are so clearly outnumbered by Bank staff and urged them to become “one” with the Bank.

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	Room Number:		Sector Mapping of Current Position:
	Work Phone:		Languages : German (native), Latin (fluent),
	Fax :		
	Email:		
	Mail Stop:		

Entries suggested by staff will be identified with an asterisk. Find out more.

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Regional Work Experience: ECA
Country Work Experience: ITALY
Communities of Interest: TWITTER
Formal Education: LUDWIG MAXIMILIAN UNIVERSITY OF MUNICH, DUCAL GEORGIANUM
Professional Affiliation: AARP
Specialization: PAPACY

BANKFLIX

The Hunger Games: Survival of the fittest during the Pre-Spring Meetings. May The Odds be Ever In Your Favor!

The Life of Cai: New IFC EVP adrift on strange seas, must steer his ship to safety despite a menagerie of vicious tigers, wounded zebras, murderous hyenas and placid apes.

Les Miserables: What will it Take to End Poverty?

Salmon Fishing in the Yemen: Inger Andersen tries a radically new approach to development in post “Arab Spring” Yemen.

Mirror Mirror: Jim Kim and his Senior Management Team are horrified to find out from the results of the “Organizational Health Index” that they are not the “fairest of them all” and unleash a world of torment, in the guise of Change, upon the unsuspecting staff of the Bank Group.

Contraband: Leonard McCarthy leads INT on its crusade to find stolen assets. While on level C3, he discovers a tribe of STC’s “cooling off.”

A Thousand Words: Tony Thomson struggles to reduce the Bank’s Operational Policy from 500 pages to 50 and in so doing throws out safeguards, procurement and legal.

Trouble with the Curve: Sean McGrath tries to explain away why only 28 staff were rated 2.2 last year.

Skyfall: Mary Barton-Doc pushes debate on climate change with claim that the hole in the ozone layer will soon be as big as a Prius by 2020. Saudi Government responds by launching manned Prius into space to plug the darned thing.

Intouchables: Open-ended, pre-1982 staff who can retire at 65.

The Five-Year Engagement: First cohort of YPs discover that the Bank is reticent about commitment to the long-term for this leadership cadre, but will put a 5-year “ring on it” ... again, and again, and again ...

Last Call at the Oasis: Restaurant Associates, in an effort to bolster flagging sales, introduces cocktail happy month to correspond with “use it or lose it” final budget quarter. First round of 700 appetinis are on Chuck McDonough

This Means War: Pamela Cox becomes Caroline Anstey’s next door neighbor - both equidistant from Jim Kim. Sri Mulyani trumps both with just a hop skip and a jump to Jim’s digs.

Argo: An intrepid group of Bank staff band together to escape the Connect 4 Climate event once they realize that food and drink will not be served for 3 hours and they are cut off from the exits by a stream of overly enthusiastic youth bussed in from points unknown.

Think Like a Man: Madelyn Antoncic mentors female YPs.

What's New at InfoShop, April 2013

New York Times Bestsellers

The titles below from the New York Times Bestseller's list, have just been added to our collection. World Bank Staff receive a 10% discount on externally published titles (unless they are in our "Free Take One" cart on the sidewalk).



MIRROR IMAGE, by Sandra Brown. (Grand Central Publishing.) A survey, a group of 47 strangers, and a day of lukewarm coffee in the I- building inspire change at the World Bank Group; originally published in 1998.

A WEEK IN WINTER, by Maeve Binchy. (Knopf Doubleday Publishing.) GSD listens to radio when determining Bank closure in Washington, instead of looking out of the window.

FALLEN TOO FAR, by Abbi Glines. (Abbi Glines.) A senior manager who should have known better shouts at her staff in meetings, thinking she can do so with impunity, but doesn't count on the anonymous hotline to EBC. Attempts remedial measures but discovers Bank Group staff don't forget or forgive.

DAMASCUS COUNTDOWN, by Joel C. Rosenberg. (Tyndale House Publishers.) Cohort of Country Managers up for rotation register apprehension about potentially drawing the short straw of Damascus as their next assignment, no matter what benefits you throw at that gig.

FIFTY SHADES OF GREY, by E. L. James (Knopf Doubleday Publishing) TTL compares operational policies across regions and becomes confused.

FIFTY SHADES DARKER, by E. L. James (Knopf Doubleday Publishing) TTL is conscripted to task force to harmonize operational policies across regions and feels blindfolded by the whole exercise.

FIFTY SHADES FREED, by E. L. James (Knopf Doubleday Publishing) TTL opts to join "corporate unit" where he can unleash the misery on other TTLs saving himself from the ongoing lashings of reform.

THREE SISTERS, by Susan Mallery (Harlequin) Separated at birth, but brought back together by a love of canines, Madelyn, Isabel and Laura swap doggie tales.

THE DINNER, by Herman Koch (Crown Publishing) IFC investment team in Hong Kong ponder lack of work life balance given conference calls with Washington DC - yet another dinner away from home.

WILD INVITATION, by Nalini Singh (Penguin Group) In a move reminiscent of Willie Wonka's Chocolate Factory, half the Bank Group (and everyone under 30) signs up for lunch with JYK, only to learn that just four lucky souls will get to split pita with the new leader

RECKLESS, by S. C. Stephens. (Simon & Schuster.) An RTC disagrees with her manager, just before her 2 - year term is up for renewal. Will she be able to hang on to her Country Economist position, or will her contract be allowed to lapse because the Bank is "getting out of the economy business" in that country?

GONE GIRL, by Gillian Flynn. (Crown Publishing.) HDN Vice President disappears overnight, sending the VP Part II Female diversity statistics into a tailspin

THE STORYTELLER, by Jodi Picoult. (Simon & Schuster.) Glenn Miles and Terry Winsor grapple with making the old, new, and making the stale, fresh. EDs on budget committee are skeptical of budget framework, demand from Van Pulley the mathematics behind bending the arc of history.

THE CHANCE, by Karen Kingsbury. (Howard Books.) Teenage friends, separated by a move, come together in the YPP Assessment Center in Paris too see whether they can join the World Bank (for five years).

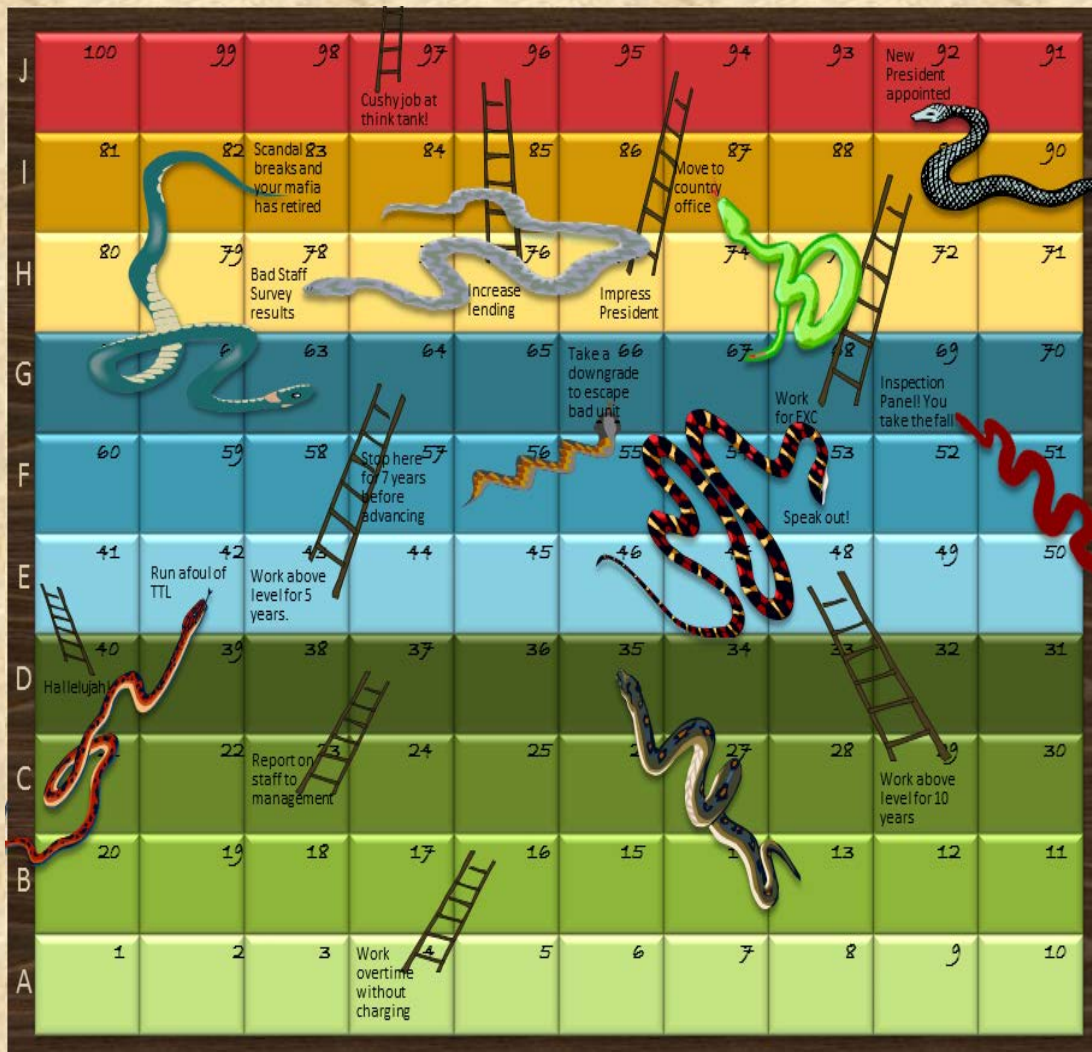
CALCULATED IN DEATH, by J. D. Robb. (Penguin Group.) 1818 Society leadership realizes that gross planners are a dying breed - launch recruitment drive among hitherto ignored net planners and the newly dead.

LIFE OF PI, by Yann Martel (Houghton Mifflin Harcourt) Chronicles of an ACS staffer tasked with organizing the weekly get-togethers in LEG's front office.

THROWN BY A CURVE, by Jaci Burton (Penguin Group) Why bending the arc will be harder than slogans suggest.

Snakes & Ladders

World Bank Group Career Development Edition



PLAYER RULES

ACS	Play squares 1 - 30; if you roll double 6's twice in a row, you can advance to squares 31-40. If you roll the dice and one lands on the edge between two planes, you can advance to squares 41-70.
TTLs	Play squares 51 - 70, over and over again. Get lucky and you can advance to the managerial level. Land on a ladder square and follow instructions to move up!
Managers & Advisers	Enter at square 71. Bypass all snakes until you reach squares 91-100. Careful of the snake at square 92! Take the ladder at square 97 if you can.
STCs	Enter on any square between 41 and 80, but one role lasts you for 150 days (unless you're playing in LCR). Start over with each new contract.
JPAS	Enter at square 41; end at 50. Do not use ladders
RTCs	Enter on any square, but each new role requires Manager approval
CO Staff:	Play through square 70. Roll three double 5's twice followed by two double 6's immediately thereafter

World Bank prepares for a Bono visit

By Al Kamen

Internationally known singer and activist Bono arrives for his first day on the job at World Bank Headquarters. Attention World Bank staff! Clean up your iPods and look sharp. New President Jim Y. Kim has invited Bono to visit the bank's Middle East and North Africa (MNA) offices Monday, April 1, 2013. If you thought President Jim Y. Kim's schedule was tightly choreographed, he's got nothing on Bono. Bono's journey, from his office in the main building on Pennsylvania Avenue to the bank's other office building across 18th Street NW, is timed to the minute.

But first things first.

"... Please change all playlists on your iPods," advised an e-mail to staff last week, and "move any coffee and cookies from departmental meeting spaces to the freight elevator ... and generally please ensure that the area inside and outside of your office space is pretty." Although dress is business casual, Bono's visit is sponsored by Louis Vuitton so accessorise appropriately. Leather pants are optional. Also, please do not waste Mr. Bono's time by asking him to clarify certain song lyrics or slipping a demo tape into his pocket. "One" bracelets are encouraged.

"Note that while Bono will probably get the ball rolling, we are supposed to ensure that TTLs [that means task team leaders] are not shy in case he does not." "Bono will be in our meeting area from 11:18 to 11:28," another e-mail said. "Please note that he will be shaking everyone's hand, so it would be great if everyone could Purell their hands by 11:10 and wear your best Gucci sunglasses so we are ready when he arrives."

More details came in another note reminding that the schedule was "tight, so it turns out each director or sector manager will only have 1 minute to introduce their team and what it does ... so think big picture!! Since no one is clear on the Bank's Strategy, 1 minute is more than enough time.

As it turns out, this plan builds on a long tradition of the bank intricately orchestrating presentations for royal visits. Staffers once rented artwork for the day, we're told, to spruce up their area for a visit by former president Bill Clinton. Let's just hope Bono doesn't go over to the J building too often.



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O.S.E.R.

OPEN SPACE EXECUTIVE REVIEW

Calling For Change

HRSVP Sean McGrath and WBIVP Sanjay Pradhan announced this morning a new joint HR/WBI “learning opportunity” that will be offered to all World Bank Group senior staff who sit in Jim Kim’s 12th Floor call center. Accent correction courses will be offered from 9 to 10 each morning to all call center staff to ensure an “inclusive” accent that betrays no privileged education, masks protracted tenure and hides any whiff of comfort that can be traced to the good old days when packages were good. “We want callers about ‘change’ and ‘boosting prosperity’ to feel their calls are being answered by someone who understands their culture and values, and the struggles they face to balance their post 1998 checkbooks, given the decimation in benefits”, said Pradhan, as he cheerily answered his phone. “I find that ‘Hello, this is Kevin’ puts the callers at their ease,” said Pradhan as he answered a question about next summer’s 25% reduction in staff from a caller who’d blocked their caller ID. “I know how you feel, Jingdong, but you’re a newbie - don’t worry. But shouldn’t you be sitting over here with us?,” ‘Kevin’ told his ‘client’. Apparently, IFC Vice Presidents never got the memo about the joint learning exercise. It fell through the cracks during the “integration”

Mr. McGrath has declined to be one of the trainers given complaints received about his rapid-fire Irish lilt which few can understand and the fact that he keeps talking about “burning platforms” regardless of the question posed.

Pamela Cox, codenamed “Betsy”, weighed in with another caller: “It’s not going to be mandatory that

you have worked for me before for me to help, but in almost 3 decades, I’ve sort of got to know half the Bank, so it is what it is”. “Some of us don’t quite know how to “walk the talk” yet, but Stephanie von Friedeberg said she’d be joining Sanjay, er, Kevin’s classes soon so we get it right.”

Participants will also be taught how to read from a badly-tailored script, written by people in Washington who assume everyone else in the world is a complete fool; how to repeat what was said with increasing levels of concern and skepticism to feign understanding; and what words to avoid when you know the call is being monitored. “Accountability, leadership, transparency and fairness” are definitely no-go’s,” said Rachel Kyte (a.k.a. “Sandy”), “given how insincere they sound when spoken by certain VPs who have buried their staff survey results, their 360s and any other potential source of negative feedback in these areas”. No real names were mentioned, but hints were discreetly dropped, leaving curious callers to wonder who Julie, Bobby, Gladys and Dwight might be.

In addition, the course will teach call center staff to resist all requests to connect callers to their supervisor. “Jim expects his management team to handle their own problems, without going crying to him,” notes Chief of Gatekeeping, Laura Frigenti. To promote “managerial competencies,” any VP not certified in call center skills will become an “untagged” manager. At least three VPs have had their advisors place calls from disposable cell phones to find out what being tagged involves.



Coming to a Screen near you...

Rumors of Big Screen TVs being brought into the Open Space to track poverty indicators have got some VPs very excited, even though there is some debate as to just whose data and what indicators will be used. Seeking to emulate the “just-in-time” situation rooms that many cities have adopted to monitor crime and natural disasters, the move is the latest effort to draw a crowd to the largely vacant space. Screens are expected to complement the management dashboard by providing real time information on news, macro financial markets boards, MDGs and regional data. Classes will be offered on “what the screens mean” for those who are not economists by training.

While they figure out what to screen, Isabel, Jorge and Octaviano have made a standing reservation for the Tuesday and Thursday airings of “También los ricos lloran” on Univision. (“The Rich Also Cry”)

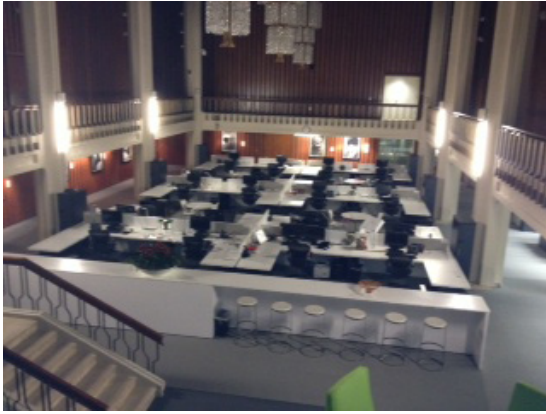
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Code of Conduct for the (other) PC:

- Do not sit on the wooden chair by the President's Cubie - it is for decorative use only.
- VPs who joined in the last millennium may be seated on a first-come, first-served basis.
- VPs who joined post 1998 should sit in the center circle from the President's Cubie.
- VPs who joined post 1998 and are on term contracts

should sit in the adjacent areas, only if the Advisors to the VPs from the last millennium are not occupying them.

- Do not engage the President in idle banter - it is distracting.
- Do not attempt to personalise your space - no-one else wants to see your spouse or your partner - nor do they want to see the tacky tchotchkes you have gathered from your missions.
- Do not sit or swing in the green "beam me up Scottie" chairs unless you are meeting with someone - you will look like a child trying out Daddy's office chair for the first time.
- Female VPs are discouraged from bringing "flatties" and leaving them in the cubicle overnight.
- Jackets left on chairs in an attempt to pretend you were there all the time will be removed after four hours of absence by the Community Connections manager and given to the homeless.
- Do not bring groups of young impressionable people up to see the PC unless you have confirmed occupancy in the OS of at least 75% to include the President. Young minds may think the President is in detention.
- Keep your decibels low - belly laughs are discouraged, unless you are an SVP or above which gives you the right to laugh yourself silly.
- Do not drink the El Nasr Hibiscus tea in the refreshments area unless you plan to fly to Khartoum to replenish the stocks.
- Do not help yourselves to the President's special Superfood shakes.



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April 1, 2013
**EMBARGOED UNTIL
BRICS BANK DEAL
SEALED**

Statement by Messrs. Studart (Brazil), Grishin (Russia), Prasad (India) Yang (China)

It is with a sense of both sorrow and joy that we collectively announce our imminent departure for new positions at the soon-to-be-established BRICS Bank. Our colleague, Ms. Mokate, the former Executive Director for South Africa, has gone ahead of us, and asked us to convey her best wishes to you. It was Bob Zoellick who encouraged us to form our own Bank, after he had decided not to seek another appointment, so you can blame our defection on him, along with the flat budget, the renewable term contracts and the smallest capital increase the World Bank has ever secured. But that is history. We are looking ahead.

We have enjoyed our time here – Washington is a charming, if somewhat soulless city, and the few locals we have met who work outside IFIs have been most welcoming, albeit surprisingly unaware that the World Bank does not offer personal loans (yet).

We had hoped that the discussion around voice would yield some meaningful change in the way the institution is governed, but little seems to have resulted from those early discussions. Although we can appreciate that the US remains the biggest boy in the playground, so to speak, and is likely to be so for the foreseeable future, we find it bewildering that so many small and quaint countries continue to have such sway at the Board. And while they may have a history of good beer and wine, the odd charismatic leader, and cars we all want to drive, surely those cannot determine who gets to talk most. What else have the Brits, the French and the Germans, for example, given us in the last decade other than a financial crisis and lots of angry Greeks and Italians? And yet these are the voices that dominate the debate. We find that irritating.

So rather than continue to be the B team, the five of us who carry a paltry 11.36 of the total share of votes at the World Bank Group are doing what we think best for world development. We're taking our toys--our massive populations, our steady growth and our growing middle and upper classes—and we're leaving the playground.

There are some other things we will not miss. For example, the protracted decisions-less Board meetings: it is unclear who, other than SEC, would miss them were they to schedule a quarter of the volume they currently schedule. Nor will we miss those weighty “flagship” publications the Bank keeps putting out that no civil servant, businessman or ED's Advisor could possibly ever read. We would respectfully suggest that simplification begin in these two areas.

We will miss knowing who's in and who's out before the Guardian or staff. Most of all, however, we will miss working with the new President who, refreshingly, at least seems to be interested in what we think. Perhaps when his term is up we can lure him to a Bank that hasn't yet found itself in need of reform.

As soon as they are available, we will of course share the coordinates for Human Resources. Many of you have already expressed an interest in being “in on the ground floor” as so many Directors and VPs were once in this august institution. We shall be leaving our callable capital in the Treasury accounts for the time being but we shall be taking with us the invaluable lessons on how to manage a development institution.

We bid you farewell in our respective languages. We wish you the best.

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FOR LIFE

@WB_OpenEnder

#To get a ticket to the IMF Christmas Party?



@FrustratedGurl

#TO STOP THE SLOGANS!?!



@CroutonLvr

#To put people in the salad line on a conveyor belt so they don't dither over the quinoa and feta salads while talking, loudly, about the latest non-sexy policy on safeguards?



@GE4LIFE

#To get a GF?



@Caffeinated

#To have your money READY when you pay for your coffee, instead of waiting until you get to the register to dig through your purse?



@MissionMan

#To see my wife and kids more often?

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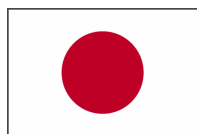
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What's In & Out at the World Bank Group 2013 Edition

OUT	IN
Managing Directors	Special Envoys / Senior Vice-Presidents
Consultation	Post-It Notes on Gallery Tours
Bank-sponsored Holiday Party	SA-sponsored Holiday Party
P4R	C4C
IFC	One World Bank
G20 Meetings	Bantering with Bono
Daily 8:30 am Meetings	Snooze Button
Lotus Notes	Outlook
Weighty Briefing Reports	Weighty Briefing Preparation Notes
Follow the leader	Follow the sun
Renewable Term Contracts	Term Assignments for VPs
AAA	Blogs
Japanese Woman MIGA EVP	Japanese Woman MIGA EVP
Mergers	Synergies
Staff Survey	Organizational Health Index
Lenovo	Lenovo
Senior Management Teams	Change Teams
Spouse Points	Domestic Partner Points (limited time only)
The Lone Genius of Bob Zoellick	McKinsey, Michael Porter, Marshall Goldsmith and Tony Blair



New Rewards & Recognition Program

HR has announced a new program to reward and recognize staff who have gone way, way, way above, below, beside and beyond their call of duty. “The Spot Awards and VPU Team Awards were just not cutting it,” says Daryl Lucas. Plus, it was costing us way to much money to sustain a program which many staff feel is a form of favoritism.” Starting in FY14, World Bank Group public spaces will now be named for exceptional staff. We congratulate the following first-year recipients:

The Shelley B. Leibowitz Travel Office
The Bob Zoellick Party Room
The Javier Coll Shredding & Recycling Facility
The Juan Jose Daboub Agnostic Suite
The Ana Palacio & Suzanne Fulsom Surveillance Room
The Administrative Tribunal Rejuvenation Spa
The Alexei Kvasov Executive Director’s Lounge and Vodka Bar
The Mohamed Muhsin IT Equipment Purchasing Office
The Paul D. Wolfowitz MC South Exit



Web Program

[Home](#) | [Guidelines](#) ▾ | [Get Involved](#) ▾ | [Calendar](#) | [About](#) ▾

External Web Content for Spring Meetings

External World Bank online content can offer an exciting and effective way to communicate the World Bank’s story to many global audiences. In order to support the launch of external web content at the time of Spring Meetings, in the month of April, the Web Program Office has established [procedures and guidelines](#) for the development of new or revamped external websites and other web channels, including social media, multimedia, mobile applications, and external collaboration spaces.



Main Deadlines:

- ▶ **February 15th, 2013:** Deadline for VPUs to submit an [Online Product Build/Revamp Request](#)
- ▶ **March 22nd, 2013:** Deadline for VPUs to submit a [WPO Pre-launch Review Request](#)

Latest

Screw It - We’re Moving to Apps

by [Zeina Afif](#) | Mon, 2013-04-01 09:16

After almost four years, and with only 194 out of nearly 1100 external sites migrated to the “new” Day CMS, we are sooooo over it! We’re going to build apps instead so suck it.

[Zeina Afif's blog](#) | [Add new comment](#) | [Read more](#)

To: All Bank Group Staff
Subject: Staff Update April 2013: What You May Have Missed This Month



April 2013

NEWS IN REVIEW

FOURTEEN CHANGE TEAMS FOR SEVENTEEN PRIORITY AREAS OF CHANGE

Jim Yong Kim announced that five teams will be created on to focus on the ten priority areas identified in the diagnostic phase of the change process: strategic focus; global knowledge and development solutions; client focus risk, results and accountability; making the WBG the best place to work for development practitioners; deciding the global footprint; where to find shoes in an 11AA; macrame and the impact on indigenous peoples; identity theft; Global Bank/Mobile Phones; and Polar Bears: the new Tigers? Engage and contribute on Poop.

HELPING OUR OPERATIONAL STAFF FEEL THE CHANGE SO OUR CLIENTS CAN

Changes coming in April: New policy for investment lending with increased flexibility for clients; empanadas on Thursday; Avoiding runny tummy on mission; one-click to exit non-performers; how to blog anonymously like a pro; easier project clearances through email and 10 improvements to the Operations Portal; new framework for decision-making with no accountability, and a new approach to selecting the right suit for wearing to the Board. Click here to for next steps and frequently asked questions.

JIN-YONG CAI ON LEAVING THE PAST BEHIND

IFC's Executive Vice President and CEO Jin-Yong Cai outlines the importance of not lining up future employers through IFC investments. JYC announces 2015, the sequel to 2013.

FROM CHIEF ECONOMIST, A BLOG ON POVERTY TARGETS

Chief Economist and Senior VP Kaushik Basu blogged on setting and reaching poverty targets, that give all the credit to the World Bank Group's efforts and none to partners or, heaven forbid, countries themselves.

STAFF ASSOCIATION

Has not issued any Updates this week, thankfully. Maybe someone will read our emails now.

BE NICE AROUND THE OFFICE

Happy April Fool's Day! Watch a presentation from the Office of Ethics and Business Conduct (EBC) on the importance of not taking jokes too far. For example, telling someone that they got an extra 0.4 percent for being a star performer, is not a nice joke. However, putting ex-lax in your VP's green tea is still worth a good chuckle.

NEW TOOL TO HELP STAFF VISUALIZE DATA

Staff can now use a sophisticated new software, All-In-One, to create spreadsheets reminiscent of an abacus—no programming skills necessary. Related: Check out the Bank's Tumblr page at <http://worldbank.tumblr.com/>

PUBLISHER'S BEST SELLERS OF 2012

Access to, and interest in, Bank publications is diverse and widespread. In 2012, the most sought after publications were accessed through many channels: Apps, Google Books, eBooks, online documents, print publications and social reading channels. Most World Bank publications are now available in the dollar rack at Barnes and Noble and many are free with the purchase of an apple fritter.

MAKE NOTE

Lenovo has been chosen as the provider of the next round of World Bank computers, starting in March. Shocker!

The latest Quarterly Country Office Staff Debt Statistics data have been released. Due to fuzzy-wuzzy compensation exercises for the past decade, Country/Field office staff are now carrying on average 4 loans apiece.

US staff: Effective April 2, the World Bank Group will cease to pay social security contributions in an effort to level the playing field with the other 126 nationalities who get diddly.

Washington staff: GSD has a new way for you to get around! It's called "walking".

The Office of the Publisher has released publishing deadlines for FY13. Wait until FY15 and just purchase an apple fritter.

PARTICIPATE

Having a problem at work? See what the Bank's Conflict Resolutions System has to offer you. Retaliation, solitary confinement, and public lashings. On a related note, ex-lax is now on sale at the CVS in bulk purchase: Pcards accepted. Make sure to use your Pharmicare card!

The Rapid Social Respond Program Multi-Donor Trust Fund (RSR-MDTF) is calling for Expressions of Interest in their 5th round to help shorten this foolish title. Deadline: April 2.

Submit proposals for the Window 2 operations of the ECASTAT: Multi-Donor Programmatic Trust Fund to Support Statistical Capacity Building in Eastern Europe and CIS Countries. We anticipate that most of the CIS countries will be part of the European Union by the time you have typed the title of the proposal. Deadline: April 3.

Operational staff will soon be able to spend up to six months visiting DEC, if they really can't find any other way to escape their country office. Submit your ideas for research topics. Deadline: April 1.

Y2Y community service launch for no-fee summer internships. "SuperNanny" explains EU norms that prescribe how to baby-sit Bank Group VPs when travelling to Luxembourg, and how to use creative 'timeouts' to make them read their briefing books.

STAFF ANNOUNCEMENTS

IFC Senior Leadership has changed to include a new Operations Group and other adjustments, some of them quite harsh.

Justin Bieber is the new Internal Communications Director.

Meryl Streep is the new Director of anything you want her to be.

Rashad Kaldany is the new Chief Operating Officer of IFC, and will carry all the blame and none of the glory should 2015 go the same way as 2013.

From: Office of the EVP and CEO
To: IFC management (HQ and COs)
Date: 04/01/2013 0900 AM
Subject: Reconfiguration of IFC Vice Presidencies

As many of you are aware, a proposal was made at the leadership forum held last November that the Bank and IFC offices merge their locations and their business. The group that proposed this amalgamation of talent suggested there would not only be savings but that synergies would be better explored as a result. One member of the group felt that the client would be less confused.

What was immediately apparent was that nobody had even contemplated the obvious conflict of interest that would arise from such an arrangement, nor had they even realised that we have two sets of clients so the issue of confusion between the two organisations is a moot one. Further, the Bank's bumbling bureaucracy would pose a direct threat to our dynamic investments and advisory services - we would still be discussing all those touchy feely things the Bank drones on about while the client took their investment needs elsewhere.

I have raised these points continuously in discussions with Jim. I am concerned, however, that as Bernard starts to look for "economies" between the various entities, this foolish proposal may get new legs and be tabled again.

After consulting with Rashad, we have decided to swiftly put in place a structure that will hamper and ideally abort any inklings of an amalgamation between our field offices (which the Bank continues to call country offices, even when they have two in the same country - silly people).

Effective April 1, the following reconfigurations of Regional Vice Presidencies will take place:

Dimitris Tsitsiragos : All the countries beginning with B, U, M, P and S, for example, Bangladesh, Belarus, Uganda, Ukraine, Mexico, Moldova, Paraguay, Peru, Portugal, Senegal and Somalia

Karin Finkelston: All the islands, big and small with coast lines that touch an ocean (this does not include "seas"), but are not included above. Plus those countries beginning with E,T, N and Z, for example, Australia, Mauritius in the first category, Ethiopia, Turkey and Zambia in the latter category.

Jean Philippe Prosper: Excluding those that fall into the above categories, countries where the national language is a non-roman script (such as Russia, China, Viet nam)

I am creating a final (new) Vice Presidency for all the remaining countries that have blue or yellow in their flag and/or have a track record of gold medals at the Olympics. This would include such countries as Jamaica and Romania, among others.

I have asked Saadia to figure out how to deliver a new budgeting model that will support the new structure. She assures me it will make 2013 look like child's play ...

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Period.**



