

## WHO WILL BE THE NEW GLOBAL PRACTICE DIRECTORS?

WHO...KNOWS?

WHO...CARES?





## ***Sounding Bored Update***

The Sounding Bored met with the Senior Management Team last Thursday to report on current staff sentiment on the Change initiative. We reported that staff have been dazed into submission by the sheer number of initiatives and working groups involved in Change implementation.

Staff also expressed regret at having been candid on the Organizational Health Index (OHI) survey and having asked for more “communication.” To quote one: “we didn’t know that the President would turn around and pin the whole Change initiative on what we said in the OHI.” Said another: “the current ECR blitz of information on every excruciating detail of the Expenditure Review, GP mapping exercise and ADM Framework has me so confused – I can’t see how it all fits together. I’m sure that, like the fine print on a legal contract, there is some catch that will lead to downsizing – probably *my* job – but I’m just too tired to look for it.”

Meanwhile, it’s business as usual in the Country Offices. CO staff report that they simply don’t care about the Change, except that the counterparts keep asking them about it. CMs, in particular, are quite happy to be out of Washington and uninvolved in the GPs. “Out of sight is out of mind,” said one. “I’ll just wait till it all blows over.”

The Sounding Bored will be holding focus group meetings with staff – even though we all know what you’re going to say. We pledge to keep repeating your messages, unfiltered, to Senior Management until they “get it” or we’re “right-skilled,” whichever comes first.



## Working for You –and your Fat Cat Pay and Benefits

April 1, 2014

### **First– Fire all the Management Consultants!**

The Staff Association has taken a crack at finding \$400 million in savings (though we still don't understand where that target came from), to see if the WBG can do it without costing staff jobs. Our analysis shows that millions have been spent on top management consulting firms, reconfiguring the 12<sup>th</sup> floor Open Space multiple times, breakfasts and lunches for the Change and Implementation Working Groups, replacement of carpets, and offsite management retreats. When confronted with our findings, Senior Management replied that “sometimes you have to spend money to save money.” Chair Guillermo Almada quipped that any respectable RM staff could tell that once the Change initiative is over, we should be able to “save” on all those costs.

The SA is happy to report that management finally agreed to raising the Mandatory Retirement Age, which we've been pushing for years, because they realized that it would save a cool \$20 million (and allow non-performers to hang on for an additional 5 years!) We wanted to take a look at Board expenses, but were told that it was none of our business. Still we hope that they will be able to identify cost savings – all eyes will be on the Spring Meetings to ensure that they add more value than, say, ending extreme poverty and boosting shared prosperity.



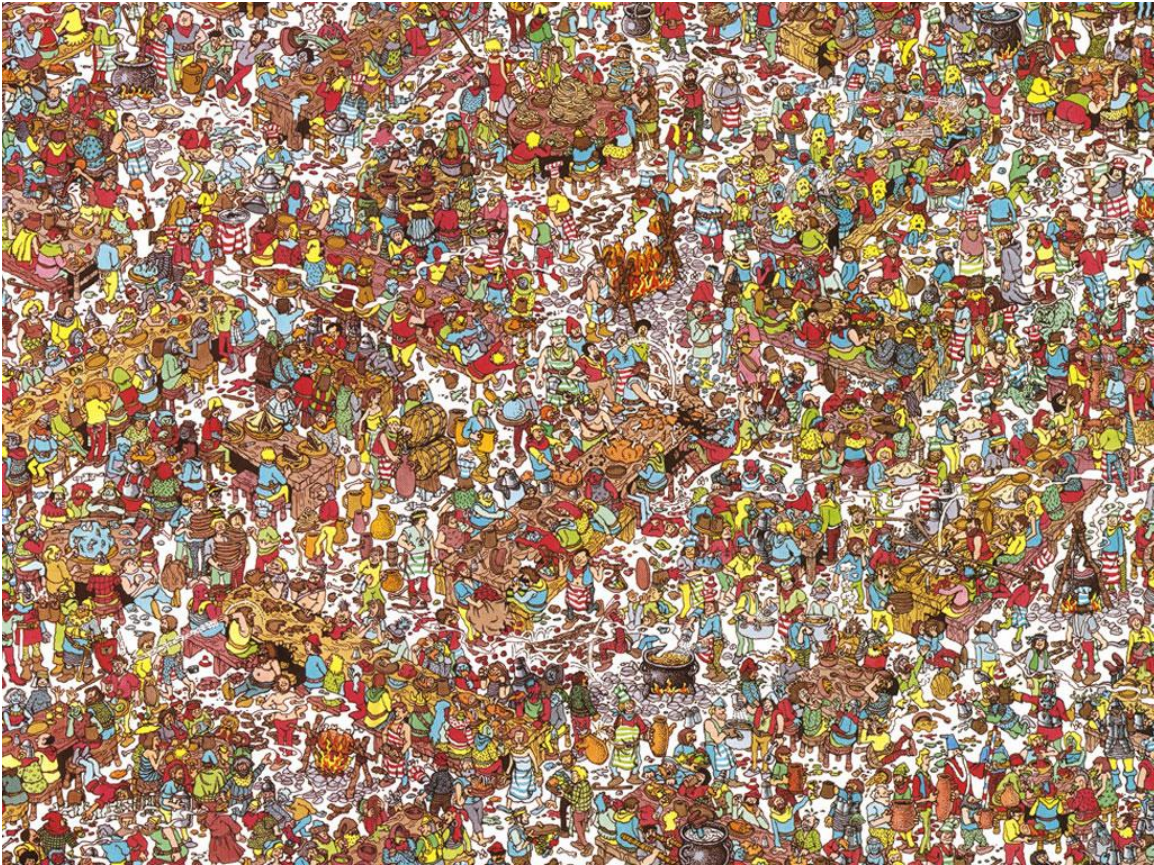
### *Change Edition*

1. It's the End of the World (Bank) as we Know it – the 1818 Society Chorus
2. Dark Horse – Keiko (Honda) Perry
3. Money on my Mind –Lil Wayne, featuring B.A.D (Badre, Alba, Dixon)
4. (I Came in Like a) Wrecking Ball – Miley Cyrus, featuring Dr. JYK
5. Thrift Shop – Macklemore, featuring the Net Pensioners
6. Blurred Lines – M.A.T.R.I.X.
7. Royals – Lorde and the YPP
8. Happy – Mr. Nobody
9. Leaving on a (Chartered) Jet Plane – The WB Presidents
- 10.Rumor Has it – Adele (duet with Cyril)

## In/Out 2014 - Keep Up with The Times...They are a' Changin' ...

OUT	IN
Sectors	Global Practices
"Think Equal"	"End Poverty"
SS	EES
Change Office	???
CAS	CPF
SA	Sounding Board
Comp & Ben	Employee Value Proposition (EVP)
62	67
EXC	ECR
Regions	Global Practices
Flat Real Budget	Cost Savings
Down-Sizing	Right-Skilling
IFC Brand	WBG Brand
Headroom	"Shrink to Grow"
Impacts	Disbursements
Integrated Units	Integrated Units
SDN	Agriculture * Environment & Natural Resources * Social Protection & Labor * Urban, Rural & Social Development, * Water * Energy & Extractives * Transport & ICT * Climate Change
Rachel Kyte	Rachel Kyte
Jorge Familiar	Mahmoud Mohieldin
Hasan Tuluy	Jorge Familiar
One Night in Bangkok	Red-Eye Flight back to Washington
Network Weeks	Forum 2014
Retreats in Mexico City	Retreats in Mexico City (IFC Advisory Only)
ACS Network	???
Thematic Groups	CCSAs
Spring Meetings	Spring Meetings
Delivering Projects to Board	Deliverology
Field Notes	Sean's Blog

**Where's Mahmoud?** Find him if you can!





*All listings are given in Washington Standard Time (WST). CO staff, you'll just have to tune in at whatever time it is in your country – 3:00 a.m.? We don't care!*

**Game of Thrones:** (Sunday, 9:00 p.m. WST) World Bank Sector Directors battle each other for seats in the new Global Practices while trying to repulse incursions by “external candidates.” Country Directors, IFC and MIGA look on smugly from the sidelines, little guessing that their time will come.

**Breaking Bad** (Friday, 8:00 p.m. WST): Net plan retiree turns to “alternative” ways of supplementing his income during the cooling off period.

**Spiral** (Engrenages ) (Netflix): “Maitre” Anne-Marie Leroy returns in this engrossing French series about the dark side of the Legal Vice Presidency. In the latest installment, Maitre Leroy cancels AWS, causing LEG to get the lowest “work-life balance” ratings on the Employee Engagement Survey.

**The Heirs** - 왕관을 쓰려는자, 그 무게를 견뎌라-상속자들 (He who wears the crown, bears the burden) (Wednesdays and Thursdays, 9:00 p.m.) In this season's blockbuster K-drama, Lee Min Ho plays World Bank Group President Jim Yong Kim as he fights for his place as leader of an institution full of spoiled entitled “rich kids.” Will he be successful in his attempt to shake up the status quo?

**Magnificent Century** (*Muhteşem Yüzyıl*): Halit Ergenç leads an all-star cast in this dramatic retelling of the life of Sultan Hasan Tuluy (also called “The Magnificent”). Follow his rise from innocent YTP (Young Turk Professional) to economist, Country Director, Advisor and finally VP. Watch as he manoeuvres the palace intrigues under the “Grey Wolves” (Wolfensohn and Wolfowitz) and barely survives the shark-infested waters of the HR Vice Presidency to go on to lead the LAC Region – until his untimely replacement by up-and-comer Jorge Familiar.

**The Walking Dead** (Saturday, 10:00 p.m. WST): A mysterious career-killing virus attacks WBG old-timers within six months of joining the Change Office. Who will be the next to go?

**World Bank Abbey** (Sunday, 9:00 p.m. WST): This season's shocker was the departure of dueling matriarchs Caroline Anstey and Pamela Cox. As the rift between upstairs and downstairs grows ever larger, will the institution survive “cost savings” to adapt to the modern world?

**House of Cards:** Intrigue on the 13<sup>th</sup> floor, as various members of the Board of Executive Directors lobby viciously for their stance on the Change to prevail.

**The New Girl:** Sean McGrath desperately searches for women candidates for Sr. Management positions.

# BANKFLIX

**12 Years a Slave:** After years of struggle, a former STT, turned ETT, turned Term Staff retires only to have to come back as an STT (after the cooling off period) because she can't survive on her Net Pension savings.

**American Hustle:** "Big Four" consulting firms circle like vultures, trying to get a piece of the World Bank Group Change initiative.

**August: Washington DC:** In this adaptation of "August: Osage County," dysfunctional institutional dynamics come to the fore as the new World Bank Group structure goes into effect.

**Blue Jasmine:** Sri Mulyani Indrawati is commanding as the WBG COO going slowly mad as the illusion of the new Matrix fades away and she sees that it is worse than the old.

**The Butler:** Cyrill Muller reprises his role as chief valet in the Office of the President.

**Captain Phillips:** "I'm the Captain now!" shouts Jin Yong Cai, as he hijacks the IFC ship – away from its original the One Bank Group course.

**Deliverance:** Set in the World Bank Group, this remake tells the story of staff as they undergo a grueling journey through the wilderness of Change. In their quest to end extreme poverty and boost shared prosperity, they are lectured on "Deliverology" by seriously scary bad guy, Sir Michael Barbour. Traumatized by their experience, morale plummets and staff suffer PTSD in the form of fear of reprisal.

**Frozen:** YP Candidates, after spending days preparing their applications—suffer the heartbreak of being told to try again next year.

**Grand Budapest Hotel:** World Bank Group staff experience nostalgia for the by-gone days of luxury mission travel – when the per diem covered the free hotel breakfast - and struggle to stay awake in counterpart meetings after 5 hour flights in "cattle class."

**Gravity:** On July 1, 2014, newly mapped TTLs are jettisoned into space and try to find their way back to Earth without George Clooney to help them.

**The Hobbit, The Desolation of Smaug:** Kyle Peters and his intrepid OPCS team set out to slay the dragon of World Bank bureaucracy.

**Wolf of Wall Street:** WB Directors take a break from living large to hedge their bets and apply for every new senior management and advisory position they can think of.

McKinsey & Co, Booz Allen, and Deloitte present

# Risk Global Practice Edition



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## The Absurder

by Boris Summor

As we passed through security and rang the doorbell in Kalorama, Muffy and I weren't quite sure what to expect. The invitation had been very last minute, largely because we ran into Yvonne at Trader Joe's on 14<sup>th</sup> Street where the children now live with all their unemployed friends from St Albans and McGill. We thought that maybe a CARE package of TJ's Thai Garlic Prawns and Three Buck Chuck might reduce the credit card bills we were still getting at home addressed to St John; when I joined the Bank the YPs were too poor to eat out every night, and the plates are so much smaller now. We had *bien sûr* heard that Ki-Moon was in town—his people called us, since now that I'm retired like Caroline I don't have 'people' anymore to organize my calendar—and, as Yvonne said with that pleading tone in her voice and panicked look in her eye, this will kill two birds with one stone.

Not, of course, that I had been talking to NPR or the FT, like everyone else who didn't actually work for him and therefore was unafraid to be quoted on the record. But I suppose that Dr Kim and those teenage delivery people in his office had a Booze Allen spider chart that made them adamant, even after the walkabout through IEG and the office hoteling outside Axel's office, that leaning forward to 1818 Society Members (well, other than Laura and Tamar) couldn't hurt. Much. My LinkedIn page was flooded with "The World Bank is looking for people like you" emails, which I put right into the spam filter just like all my frustrated retiree peers who'd been denied jobs in the six old silos and now seemed to be just what Dr Kim wanted for the 19 new ones (or so Sean and his headhunters are having us all believe). So I was interested to see if everything I'd heard at the sector

board luncheon last week—most of it not good—was true.

"Thanks so much, Boris, for joining us tonight to eradicate poverty and expand shared prosperity in a sustainable way," Jim intoned, which Muffy nudged me slyly as if to say "see, I told you it wasn't dinner and I'm so glad Ki-Moon made reservations for the three of us and Christine at *Le Diplomate* afterwards to talk about ports in Crimea." We were ushered into a room furnished tastefully, like a fundraiser's home at some struggling university in a cold climate. Unusually, I didn't recognize a soul, except Yvonne, who was being a trooper as always as she introduced Rachel, who, we were told, was going to read out the questions tonight. It's a little early for 20 Questions, I thought, until I realized that the dazed strangers in tuxes were the new, external GP Directors and that I'd been invited to tell them about the Bank, er, the Group, as only a wise old-timer can. They'd been told to write down their questions on 3x5 cards—Jim likes 3x5, or did when he was in Geneva, even if it was a tad late, but it wasn't his fault—and there was a big stack of them beside the bowl of garlic hotteock and the sustainably harvested odeng fish cake skewer just like Joachim and I learned to enjoy in Busan with gungmul broth from the tteokbokki trucks outside the Four Seasons.

Muffy, who's has been at enough of these Bank parties to know to use "spouse/partner" when she inquires about who the '+1s' were with, glanced furtively at her BlackBerry for Ki-Moon's text that he and CL were en route and would tell his driver to keep the car running while he ran in to rescue us. I was expounding on why Tom Clausen's talents were sadly underappreciated compared to Bob ("Mr McNamara") and Jim (the real one), why JPAs were wisely off limits (Muffy was there after all), and how silly it was to outsource the YP Program to the

Dartmouth placement office, when I noticed that the other guests all had the same haircut, which struck me as curious even if they were mostly Part 1s, and men at that, so the do didn't look as strange as it had on the General Counsel when we saw her *sur la piste* at Mégève. (I hadn't recognized her until Muffy pointed out her "I ♥ EC" fleece with the 28 stars, which few would dare to wear in public these days. Or ever. But I digress.)

I knew to be tactful when I explained how Jim (the real one) had saved his job—albeit six years in—which even with good trust funds was longer than any of their contracts would be if they lasted even that long. I moved on to organizational culture and I could see that Jim (the doctor) was irritated and not paying attention until I said, "Get fitted for Kevlar, because your bunny director, the one who knows the Bank and how our clients expect it to work, wanted your job," when Christine, *toujours élégante*, rushed in. Air-kissing me on both cheeks (Muffy was there, after all), she said, "Ki-Moon's sorry he can't come in but he's outside with the car running and we were hoping we could drag Boris off to hear about how the Bank and Fund operated during the Cold War." Muffy leapt up, thrust my coat into my hands, said "good night and good luck" (there's 'cold war' for you) to the new recruits (and Jim), told them to rely on Yelp not Zagat's if they wanted to live a dignified retirement, and dragged me out.

Ah, the good old days: history doesn't repeat, but it rhymes.