

# HALLOWORLDLY

October 31, 2014

Tooth of a  
Sr. Advisor

Wing of a  
Practice Mgr

Blood of a  
Retiree

Hairs of an  
Investment  
Officer

Eye of a  
JPA

STRATEGIC  
STAFFING  
STEW



## Letter From The Editor

In order to monitor and evaluate progress, best practice dictates the need for mid-year reviews. So imagine our delight to discover that, not only is this happening in the hallowed halls of Sr. Management, who are frantically realigning the Change (to what, nobody is quite sure, but full points for effort) but, more importantly, that the mid-point of the Other Worldly calendar happens to fall on 31 October!

What better excuse to launch our inaugural edition and sister publication to OtherWorldly: "HALLOWORLDLY"?

We didn't have to look very far for material: much of it as fresh as a new corpse (but much smellier). For these are indeed scary times at the World Bank: from atrocities that have made staff cringe with horror (scarce skills premia, recruitment bonuses), to the agony of slashed budgets; from the baleful howls of GP/VPs when someone asks a townhall question, to evil VPs running amok (your temper tantrums have not gone unnoticed); from unexplained disappearances (or in the case of Makhtar, a return from the dead) to manically murderous meetings of Directors looking to blame anyone for their inability to communicate; and, of course, the persistent threat of more blood on the floor.

And just when you thought it safe to go and have a horribly tasteless cappuccino in the atrium, yet more horror awaits! Staff, pitchforks and yellow flyers in hand, waiting for a command to storm the 12th floor and get a decent cup (and maybe a raisin danish, if it's Thursday).

We think you'd agree that what we need now is less horror and more fun, at least for one day, until April 1 rolls around again. Enjoy.

Screamingly yours,

The Editorial Board of HALLOWORLDLY

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Please direct all negative comments and complaints to Spark.

# FRIGHT NIGHT AT THE MOVIES

**HALLOWORLDLY** presents “Fright Night” – movies so scary they’ll drive all thoughts of “Strategic Staffing” and “Retaliation,” out of your mind!

**FrankenBank** – Jim Kim stars as the mad scientist who dreams of creating a new “Super Bank Group.” Taking random pieces from dead change management theories, he and his band of external consultants cobble together an unholy creature resembling no development bank ever seen before. Angry staff with torches and pitchforks assemble in the MC Atrium every Thursday from 10:30 am–10:45 am



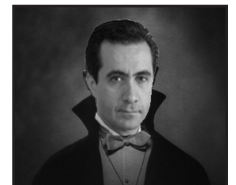
**The Abyss** – The Expenditure Review team goes on a series of deep dives to uncover and kill hidden extravagances in the Bank Group budget. What they find is truly terrifying – per diems for travel days, lavish hotel breakfasts and consultants being paid above the midpoint. To fight these monsters, they must rely on fearless mercenaries with scarce skills.

**Bride of FrankenBank** - Sri Mulyani Indrawati oversees the epic struggle between GPs, CSSAs and what’s left of the Regions in a re-engineering experiment gone horribly wrong.



**Sean of the Dead** – HRDVP Sean McGrath just likes to enjoy a few pints and laughs with colleagues down at The Exchange. But suddenly he notices his world being taken over by the undead – nonperformers who stumble into work, day after day, GETTING NOTHING DONE!!! What’s worse is that the nonperformance seems to be spreading to healthy staff.

**Dracula** – Having sucked all the life out of the Board, Jorge Familiar moves to the LAC Region, where there are still vestiges of innovation and vigor to be found, despite the Change Process.



**The Omen** – Strange and unsettling occurrences start to happen in IFC after EVP Jin-Yong Cai brings on board a new Chief of Staff. Directors are mysteriously reshuffled, decentralization is killed and Advisory Services have all suddenly grown two heads.

**The Haunting** - Eerie noises and ghostly emanations drive a World Bank Group president from his private office into the relative safety of the shared Open Space. But suddenly, his Open Space colleagues start disappearing, one by one. Which Vice President will be next?

**The Mummy** – An ancient Egyptian curse brings Mahmoud Mohieldin back to life as Board Secretary.



**Deliverance** - OPCS tries to navigate the wilds of process simplification, soon beset by enraged TTLs demanding faster action. With the award-winning theme music “Dueling Policies.”

**Nightmare on H Street** - Washington Post exposes Chantillygate, scuppering efforts to move all the gross plan participants to a bunker by Dulles airport where they will be subjected to unspeakable things, such as home leave changes and the end of the separation grant.

## The Bulletin

*Your monthly welcome from the GP/VP twins*



Dear colleagues:

Many of you (1430, in fact) responded to our GP Rapid Survey, and in doing so raised a lot of issues which we'd like to address head-on in this Bulletin.

First of all, the budget. The Survey showed that only 11 percent of respondents had enough information about the budget to deliver their work program. Actually, this is more than we thought. (Will those people please give us a call? We have some questions for you.)

Speaking of budget, we are happy to announce the good news: that we have just released \$20 million of corporate and GPVP contingency funds. This adds up to almost \$1,700 per task team, and we're confident it will make all the difference between a half-assed and a great supervision.

Second, only 15 percent of respondents responded favorably to the question: "The GPs allow me to work more effectively across boundaries." Frankly, we're scratching each other's head on this one. It was supposed to do the opposite. Not to worry: we are forming a committee of recently-fired Practice Managers to deal with this problem.

Also, we've also heard many concerns from Country Office staff that the new model will not permit them to progress in their careers. Nothing could be further from the truth! Please make sure, when IRS staff visit your Country Office, that you take full advantage of their presence to learn as much as you can from them in terms of Global Knowledge.

We'd also like to raise a concern that some GPs are stealing office supplies from other GPs. Some have even posted JPAs on guard to prevent theft of printer paper. This is unacceptable and the practice must stop. If you have to do it, swipe supplies from the CMUs.

Finally, we are happy to share with you that progress on the new GP office in Chantilly is going well and we're hopeful that we can move all staff out to the new facilities by the beginning of the next fiscal year.

Many thanks again for your support and engagement.

Keith and Nena

p.s. We are thinking of signing off in future as "KeNe" going forward, and would welcome your input!"





# TRICK OR TREAT

It's Halloween all year round at the World Bank Group, and Bertrand and Pedro have plenty of goodies to hand out to Bank staff. Yes, it's the Expenditure Review...

## TREAT

- Improved bike parking
- Scarce Skills Premium
- Greater emphasis on knowledge
- Increase in the SRI Midpoint
- Rest stop at home
- Business class if trip is over 5 hours
- Fancy new campus in Virginia
- Managed network printing services
- More budget for our front lines

## TRICK

- Increased car parking fees
- Only available to four staff (Grade GH and higher)
- ASC learning cutbacks
- Only for grades GI, GJ and GK
- No per diem on travel days
- Not available for most country office mission travel
- Ha ha! Just kidding!
- Hey, who took all the yellow paper?
- No budget



STAFF ASSOCIATION

# update

## Whatever...

October 31, 2014

What a year! We've told you about slow-boiling frogs, of bicycles being assembled while being ridden. We've had some eye-catching titles: who can forget the "Show us your work!" edition or the "Fire all the managers!" Update. Ha ha! Those were classics!

And yet some of our grumpy members feel we've not been as strategic as we might have been, that we've, um, been a little light on the strategy and a tad hard to pin down on the details.

Well, we have one word for you: "Whatever"!

Listen, you have no idea how tedious it is to sit through all those meetings with management and their damn powerpoints. And rubbing shoulders with greatness is not what it's cracked up to be: it's exhausting! And now you want minutes of meetings and actions too? Wasn't the green sports bag enough?

The good news is that in spite of a handful of curmudgeons, we now have close to 16,000 members - even Jim Kim's office called down to see if he could join. Well, sort of: in fact he wanted to see the 200 questions that we collected for that rapidly convened townhall and when we said we couldn't remember, asked if we had any good tickets left for Earth, Wind and Fire (who knew!). So we must be doing something right. And you have to admit that the parking deal was a real coup, unless of course you're in a country office, but you can still get cheap movie tickets if you come to DC on mission, unless of course you're ACS and can't travel any more.

OK, sure, we've massaged a few things along the way. Telling staff that term contracts were being phased out was a bit naughty, and that thousands were losing their jobs was a bit of an exaggeration, but it sure propelled the fence-sitters our way!

And then, of course, the yellow flier. The best darned marketing ploy we ever jumped on. Or off last week, but we'll probably jump back on again now that that blogger guy has come back from mission and is guaranteed a big crowd. (What is it with him anyway?) Just because he has a French accent and does all those fancy calculations?)

Anyway, we want to reassure you that we're not asleep at the wheel and that by the time our term is up, you'll see how the pieces all come together—just like a Dan Brown novel. So just be patient and know that behind the scenes we're "Working For You"!

**STILL NOT A MEMBER?**

**JOIN NOW**

*Your SA: "Fighting management with passion and professionalism"*

T 202.473.9000

E [staffassociation@worldbank.org](mailto:staffassociation@worldbank.org)

[sa.worldbank.org](http://sa.worldbank.org)

INSIDE DEVELOPMENT > INDEPENDENT EVALUATION

## IFC Reorganization Plan Made Public

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Jin-Yong Cai, Executive Vice President and CEO of IFC, a member of the World Bank Group and the largest global development institution focused on private sector development, announced his “IFC Reorganization Plan” via the below graphic which was emailed to all staff.



# IFC EYE CHART



# WHAT'S IN & OUT AT THE WORLD BANK GROUP

## IN

ECA-MNA MERGER

ECA-MNA MERGER

NAVEL GAZING

DIVERSITY STATEMENT FROM SMT

HOWARD UNIVERSITY

YOUTH BULGE

EXPENDITURE REVIEW

FACEBOOK

SCARCE SKILLS PREMIUM

AUTOCRATIC LEADERSHIP AT IFC

MOVING FORWARD

TALK

CCTV AND ACCESS CONTROL TO OPEN SPACE

INVESTIGATION

GBR

THE NEW FRONTIER



**WORLD BANK GROUP**

## OUT

PHILIPPE LE HOUEROU ESCAPES TO LONDON

INGER ESCAPES TO GENEVA

GP/CCSA EUPHORIA

ATTACHING DIVERSITY STATEMENT FROM SMT

IVY LEAGUE (FOR NOW)

OLD FARTS (45 AND ABOVE)

MATH 101

SPARK

(OOPS) SCARCE SKILLS PREMIUM

AUTOCRATIC LEADERSHIP AT IFC

CHANGE

ACTION

"OPEN" SPACE

RETALIATION

8:30 MEETINGS

FIELD NOTES



**THE  
WORLD  
BANK**



October 31, 2014

**REPORT TO THE BOARD FROM THE  
HUMAN RESOURCES COMMITTEE**

**Board Expenditure Review Measures**  
(Meeting of October 31, 2014)

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The Board of Executive Directors conducted its own expenditure review and is pleased to announce our contribution to the \$400 million overall savings:

1. **Board meeting catering cut-backs:** Henceforth, coffee and cookies will be available for principals only. Alternates and Advisors must bring their own refreshments.
2. **Board travel measures:** The Board has negotiated preferred airline Business to First rates on the following airlines: JAL, Singapore and Emirates. We considered flying Business class and limiting the number of observation and study tours, but rejected this option because we need to see what's going on in the field (Governors cannot be relied upon for accurate information) and we need to arrive fresh and ready to learn.
3. **Spring Meetings:** Although cutting out the Spring Meetings was one of the most popular suggestions from WBG minion-sourcing, we rejected this option for several reasons: First, we must keep up with the IMF—our Governors and delegations will be coming for the Fund's Spring Meetings anyway, so the incremental cost is negligible. Second, the U.S. Chair begged us to consider the deleterious effect on the local economy of cutting back the shopping, limousines, and wining and dining opportunities of our delegations.
4. **Moving to a satellite campus:** Along with GSD, the Board considered moving to less costly real estate in the Washington DC suburbs, particularly close to the Bretton Woods Recreation Facility. However, we realized that our presence is necessary in the heart of the Bank Group, to inspire staff and keep management in line.
5. **Non-resident Board:** We also considered the option of operating from our home countries. This produced a few good laughs!
6. **Finally,** we made good progress in our discussions in the run up next year's Annual Meetings in Lima. Following the embarrassing scenario we have yet to recover from in Dubai--when the spouses or "spice girls" as was mistakenly written on the invitation, received Cartier bracelets from one of the sponsoring hosts--we'd like to suggest a more modest spouse program this time around. So while we all agreed that the day trips to Machu Picchu, Trujillo and Paracas should remain as is (the latter without the packed lunch), we are willing to forego the pisco tasting.

Taken together, we expect our Expenditure Review measures to contribute \$500,000 toward the \$400 million. This represents a significant 0.45% reduction in our budget.

Hasan Merza

Distribution:

Anne-Marie Leroy, Mahmoud Mohieldin, Bertrand Badre, Pedro Alba  
Executive Directors and their media contacts

## Why the World Bank Stinks

Yes, at long last, the much anticipated insider's "tell-all" exposé of the World Bank by Boris Summor, long-time senior bureaucrat at the World Bank (pictured here with James "Wolfie" Wolfensohn in 1998).



Drawing from his four decades at the world's leading development agency, Summor gives us a no-holds-barred view of the shadowy global forces at 1818 H Street, from sex scandals to "Albania". No laundry considered too dirty!

*The book features:*

**The McNamara Era:** My life during the Awesome Years, when everything was better.

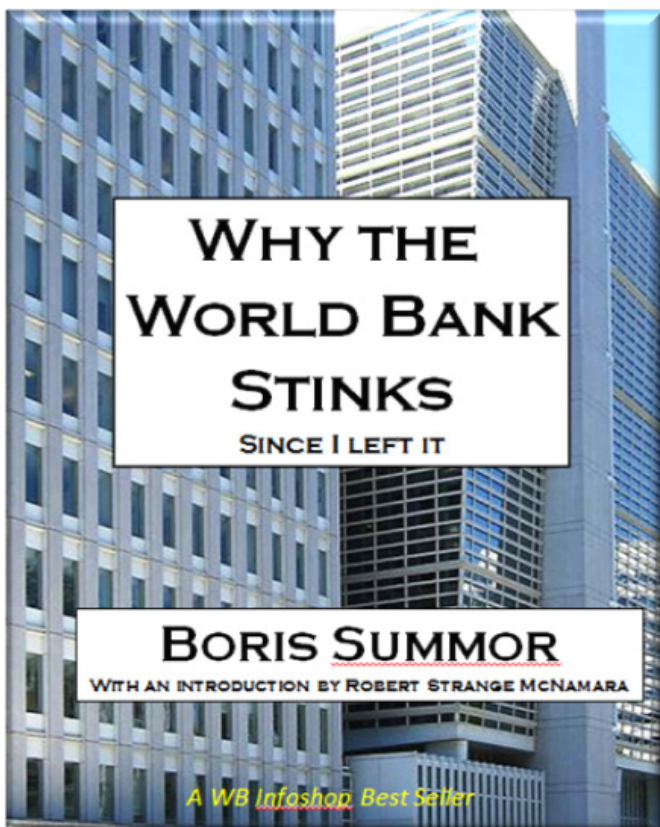
**High Wit:** Why "*The Absurder*" was the most popular part of *BankSwirled*.

**The Current Situation:** How I single-handedly ousted a sitting President through devastating comments on Today articles and worldbankpresident.org.

**JPAs vs YPs:** Which, in fact, are hotter?

**Social Media:** How it has undermined Internal Communications at the Bank, and why you'd never catch me on Facebook.

**The Decline of the Bank:** How the Bank generally went down the toilet ever since I retired.



"A veritable tour de farce"—Muffy

"I couldn't pick it up."—Paul Wolfowitz

"Worst book I've ever read. And keep in mind I've read Dan Brown."—Robert Zoellick

Mr. Summor will be signing copies in the park on Pennsylvania Avenue until the Bank returns his security pass.

**WBG Mission Coupon:**  
**Good For One Free McMuffin & Coffee\***  
 \*Hashbrowns not included and sold separately

ich liebe es  
 أحب اننا  
 c'est tout ce que j'aime  
 venez comme vous êtes  
 c'est ça que j'm  
 love ko 'to  
 mən bunu sevirem  
 bax, budur sevdiyim  
 me encanta  
 me encanta todo eso  
 amo muito tudo isso  
 işte bunu seviyorum  
 вот что я люблю  
 я це люблю  
 man tas patik





**Savoury meal deals.**

**Suffering From Fire in The Belly?**

**Get The Relief You Need!!**



**WBG MIP Participants:**  
**Only Slow-Acting Formula Available.**

## Fear of Retaliation? - Alison wants to know about it!

Alison Cave, coordinator of the Bank's Internal Justice System, knows a little something about fear and retaliation in the Bank, but she's also eager to learn more. You can help her out by taking this fun IJS survey!



### World Bank Group Internal Justice System Retaliation Intake Questionnaire

So, what triggered your retaliation experience?

- No idea. It just happened.
- I dared to voice a professional opinion in a work context.
- I was right, they were wrong. They hate that.
- Maternity leave. Yup, I'm pretty sure it was the maternity leave.
- Well, there was that photo of my boss on Facebook.

How did the retaliation manifest itself?

- Not shortlisted for jobs
- Performance rating went down
- My manager looks at me funny
- My colleagues look at me funny
- Not sure; like pornography, you can't define it but you know it when you see it.

How did you feel about your retaliation experience?

- My retaliation was focused and consistent. I really felt the resentment.
- My manager seemed ambivalent at times. I think someone was making her do it.
- My manager just wasn't fully invested in the process. On some days I actually felt appreciated.

Now that it's over, how do you feel?

- Meh.
- No regrets: I'd do it again
- I have taken a vow of silence.
- I'm suffering from an ulcer (What I used to think was fire in my belly).
- Overall, quite impressed. Can't wait to become a manager myself and carry on the fine tradition.

Have you recently ordered a large quantity of Yellow paper from Staples?

- Yes
- No



## Roland K. Peters's Blog



## Three things we hope will simplify your work.

Posted By Kyle Peters in Kyle Peters' Blog on Oct 31, 2014, 12:01 AM

I can't tell you how excited I am to let you know about important changes underway to help our frontline teams free up more time to spend with Clients.

First, we have replaced the odious ORAF with the new Fiduciary Assessment and Risk Tracking (FART) tool, a much simpler way for rating risks across our projects. A good FART is expected to relieve the tensions and stress that many TTLs experience when preparing project documents.

Second, we have eliminated the Back-to-Office Report. (Yes, we did that ages ago, but no one paid any attention at the time.) Instead of the BTOR, we have Return-from-Mission report, which should not exceed four pages. We know that some old-fashioned managers will insist on getting a BTOR, but it's important that staff insist otherwise.\* (Remember: simplification starts with YOU.)

Finally, ISRs will be simplified. We have increased the font size from 11 to 20 and decreased the margins to shorten them. We have added a new rating, "Not Sure" (NS), to account for the many instances where teams can't make up their minds whether the project is any good. Last but not least, we have removed the box that pops up asking about your breakfast expenses.

Of course, these three things are just the start of the simplification agenda, which we started over two years ago. Believe me, there is a bunch of other stuff, but we filed them in WBDocs and now we can't find the darned things!

As always, I hope you'll find these changes make your lives easier.

\*Please call our Anti-churning Hotline if you encounter any such managers.

Tags:

3422 Views Tags: opcs, churning, delivery\_is\_good, movingahead, FART

Average User Rating  
  
(52 ratings)

My Rating:  




**MONOPERATIONS**  
Ghoulish World Bank fun for all grade levels!

**INTERNAL BLOG**  
Update your milestones daily when you return from the field!  
Don't forget your granola bars!

**ELM STREET MISSION**  
Book MC13-121 again to fit all the "stakeholders" Appraise with ½ the team. All you can afford!

**PAD PURGATORY**

**CAREER CUL-DE-SAC**  
Attend at least 2 BBLs. That means you're learning!

**THE 15-MANAGEMENT CIRCLE**  
Request clearance in portal, and by email, and phone . . . .  
Manage turf fight between GPs and Region

**AD M A V E N U E**  
Recheck the ADM diagram and try submitting again.  
Try to submit PCN in the Portal

**MORALE**

**THE BORED WALK**  
Submit to SECBO by portal and SECBO system  
Assure the Board you're not trying to take over the world

**COMMUNITY CHEST**  
Congratulations! You have a scarce skill. Say "Ka-ching!"

**CONCEPT CRYPT**  
Book Preston for PCN Review  
Draft PCN with at least 3 GPs and 2 CCSAs!

**Not collaborative enough!**

**Money on the Rue Morgue**  
Retake the Trust Fund course --- you'll need it  
Ship your consultants to mission,  
Don't forget to deduct your breakfast!

**You'll get your budget later. Trust us!**

- Up to 25 players because we want to collaborate, don't we?
- Hours of fun for all Grades!
- Sorry, Monoperations money cannot be cashed in for more supervision budget.

Buy it now at the Millennium Café. Only €500.00\*

\*all proceeds go to MDCFO



## People with irreverent sense of humor

To meet our twin goals of boosting shared fun in the workplace and eradicating bureaucratic tedium, we are seeking at least one but up to three **funny people** to bring the IFC jollies to the pages of **OtherWorldly**. The successful candidates will join a small, stealth team that takes no-one seriously (least of all senior management) and which provides the much needed mirth to get through at least one day a year.

Benefits reflect IFC's attractive **employment value proposition** and include a 1-2 year contract, great resume-filling fodder (for those who confuse us with the IMF until it's too late), a blackberry, precious little work-life balance and the occasional long-term performance award (until those pesky Bank radicals try to take that away too).

This assignment falls under the **corporate volunteerism remuneration** category, so we are unable to provide a stipend, but if you can help us root out the ludicrous and prove that not everyone at IFC people has drunk the **korporate kool-aid**, we guarantee this role will be immensely fulfilling.

Qualified and interested applicants should send their details to [thegreatOW@gmail.com](mailto:thegreatOW@gmail.com).

IFC offers rewarding careers in a tense but global environment. Women are encouraged to apply.

## Vive la Revolution!

He came from nowhere, a Ducati-riding, twin-toting country officer. He wrote really really long blogs with dense information about the scary things that lurk within our halls. Was the ER really just a ruse to divert monies to shore up a few investments gone awry? Would cutting the croissant budget really leverage the extra billions we need to stop the BRICS from taking over the development agenda? And was strategic staffing really delinked from the whole mess? It began to look like a bad film noir version of The Hunger Games.

And management shrugged, sort of, and said "let them eat [a smaller slice of] cake".

Until, sacre bleu ... the \$94,000 question was posed. Exit one SSP (Strategic Staff Planning) and enter another (Scarce Skills Premium).

Not since 1789 has a Frenchman been of so much interest to the outside world, well ... unless you count Dominic Strauss Kahn ... and now we had the veritable makings of Les Miserables!

Management shook their heads in disbelief as "le movement" gained momentum, in spite of the horrible coffee served in the atrium. "The natives are revolting", they said in hushed tones, while secretly spying on them from any vantage point possible.

Staff, meanwhile, finally had "Jean Valjean", a hero in their midst. But would he be brought down by management's relentless efforts to unearth his sources?

La lutte continue! *Aux armes, citoyens!*

