





The Change is Finally Over! (and not a moment too soon)



Letter From The Editorial Board

Change is so ... last year ... and, a bit like a bad relationship, we're all meant to be "moving on" and getting on with life. But, to paraphrase Al Pacino in the Godfather, "Just when we think we are out, you keep pulling us back in ..."

The past six months since the inaugural Halloween Edition of this publication (which is called Other Worldly – you date yourself if you're still calling it Bank Swirled) have seen all manner of "change-ish" happenings.

The Expenditure Review, which no-one still understands, is apparently over. Other than taking away breakfast and making sure in-house parking has become an equilateral rip-off, it's unclear what kind of fuzzy math has been employed to reach the \$400 million (nor even where that target came from). And given all that shady Ponzi-scheme stuff of a few months ago with those Chinese monies, we're not sure we're entirely confident where the savings have gone.

The specter of Strategic Staffing now looms over the side of the business that delivers the twin goals (quick – can you name them?). Is it us, or does it seem out of sequence? Didn't we just put in place these new GPs because we knew what we were doing?

The revolution seems to have abated (for now). HR threw us a few breadcrumbs in the form of improved pensions and life insurance and then talked a good game on contract architecture - and then went quiet ... other than the relentless Dead Chats unleashed on staff. However, rebellion is fomenting in the ranks of the short-termers...

Stayin^a Alive

ENGAGEMENT

As we go to press, the engagement survey has launched – a day later and staff might have confused it for an April Fool's joke. We at OW are likely looking forward to the results more than the SMT.

Other news that mattered, in case you missed it:

Van Pulley left the building, and took with him the last vestiges of how to throw a rockin' party;

Philippe Le Houerou left earlier, leaving Bertrand, Anne-Marie and Fabreeze to represent the Gallic "je ne sais quoi";

The Board turned over (like anyone would notice); and

IFC seceded from the "One World Bank Group," again.

Plus ça change ..

The Editorial Board of Other Worldly

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Subject: Welcome to the Dawn of the New World Bank!

Friends,

Well, it has finally happened. The Change Process is officially complete!

Sure, it's been tough, but think of all we've accomplished in three short years. We're a lean, mean, development machine, with laser-like focus on our twin goals—eradicating extreme poverty by 2030 and boosting shared prosperity.

Still skeptical? Just consider the following:

- ✓ Global Practices—headed by World Class Talent—are now working together like never before on critical multi-sectoral tasks to end extreme poverty.
- ✓ IFC and Bank Group, once two solitudes, are now collaborating seamlessly to ensure that private and public sectors are united in our quest for achieving our twin goals of eradicating extreme poverty by 2030 and boosting shared prosperity.
- ✓ Budget processes were completely revamped (and then unvamped) to ensure you have the resources where and when you need them.
- ✓ The Simplification Process was so darn successful that, well, I just couldn't help promoting Kyle.
- ✓ The Expenditure Review has been instrumental in getting much-need resources to the front line, and of course to some scarce-skills premia.
- ✓ We managed to get rid of a few pesky Senior Management types who lacked fire in their bellies.
- ✓ The pipeline for FY16 is looking awesome and full of all kinds of transformational stuff! (At least, this is what my people tell me.)

Finally, I want to thank all of you for contributing to make the Change Process a huge success. Mission Accomplished! Now everybody get back to work!

Warmly,

Jim

PS: Did I mention our twin goals are eradicating extreme poverty and boosting shared prosperity? They are!



04/01/2015

12:01 AM

Around the World Bank Group

It's been a busy year in terms of hosting international celebrities, who have flocked to 1818 H Street to see all the great changes we've made at the World Bank Group.

Malala Yousafzai visited the Bank, to share her passionate fight for girls' education. Jim Yong Kim, who quipped in his introduction, "I am Jim", stunned the Preston Auditorium audience—and of course Malala herself—by offering her a coveted Young Professional position in the FY16 cohort. The Senior GP Directors have graciously offer their 10th floor Strategy Room (a.k.a the "Romper Room") since they never use it anyway.

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Prince William, Duke of Cambridge, visited headquarters in December, where he spoke to hundreds of anti-corruption officials assembled to battle illegal wildlife trade. The Prince lauded efforts by the Bank to protect pandas and tigers during Robert Zoellick's administration. Jim Kim, who didn't yet have a "pet" project, immediately announced the World Bank's "Global Koala Bear Initiative", and dispatched William Magrath to the Sydney office.



Prince William is given a warm welcome in the Atrium, with the dignity and poise one would expect from sophisticated and worldly Bank staff.

Angela Merkel visited the Bank in February, the first time for a German head of state. Topics of discussion included Greece, the Ukraine, and German Day in the MC cafeteria—a big hit! Her visit went

off without a hitch, except when it was discovered that Jeff Culver, head of security, had ordered "bum-sniffing dogs" instead of "bomb-sniffing dogs".

Angela Merkel conducts the German Bank-Fund Choir in a rousing rendition of Queen's "We are the Champions". Commemorative refrigerator magnets are on sale at the InfoShop!



WORLD BANK GROUP AT THE MOVIES

The Imitation Game: World Bank Group models itself after McKinsey.

Birdman (or the Unexpected Virtue of Ignorance): A Country Office staffer, oblivious to the Change Process, delivers 2 new operations and engages the Government in meaningful dialogue.

Slow and Furious 7: Simplification proceeds at a glacial pace and operations staff suffer death by a thousand paper cuts.

Hunger Games: Mocking SanJay: LLI fights for relevance and tries not to become Learning Outdated Leadership (LOL)

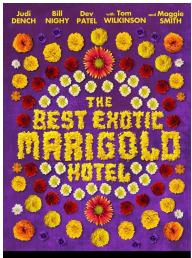
The Grand Budapest Hotel: Staff on mission arrange to get "under the radar" breakfasts.

Second Best Marigold Hotel: In line with the Expenditure Review, GSD adds a new option to the Hotel Directory.



THE HUNGER GAMES: MOCKING SANJAY

Whiplash: After two years of trying to get the "W" process to work, BPS goes back to the old way of figuring out the budget.



Coming soon to a Travel Request near you!

Boyhood: The Youth Lobby in the WBG removes the 2 year JPA contract limit and replaces SPARK to SnapChat and Instagram and Tinder.

The Theory of Everything: Kaushik Basu at Georgetown University: Global Economic Development – and everything else you need to know on ending extreme poverty (by 2030) and boosting shared prosperity.

Second Best Exotic Marigold Hotel: Edward Snowden infiltrates the Yellow Flyer People.

EXMen: Tales of Future Past: The 1818 Society reminisce about how things were better "back in the day."

Once these hits hit Netflix, we'll try to stream them on the MC JumboTron!



CCSA Bulletin

The latest news from the Climate Change, Fragility, Gender, Jobs, and PPP Global Practices!

No news yet. Please check back with us in next year's edition of Other Worldly.



What's In & Out at the World Bank Group 2015 Edition

IN

OUT

D and I statement from SMT	Another female VP
Cell phone numbers published for all WBG issued phones	Work / Life balance
A new, fresh-faced Board of Executive Directors	The usual jaded suspects receiving instructions from their Capitals
Analyst Program	JPAs, at two-thirds the price
DeadChats with Sean	Townhalls with Jim
Strategic Staffing (SS) for GPs	Anyone who has a clue on SS timing
Magical mystery tour shuttles between MC, C and F	Parking differentiation between grades
Dual VPs all over IFC	Accountability
Open-ended contracts (maybe)	Endless renewable term contracts (maybe)
IFC	One World Bank Group
Transition Support	Career Development
Ebola under control	Prospects for Nobel prize

Got a problem with leaking documents? Is your knowledge stopped up?

Call JK Plumbing Services (1-800-JYK-ASAP)

We'll get what's leaking plugged and what's not going flowing!





Don't forget to ask us about our "stop that neverending-question-at-atownhall" specials!



Confused About The Budget? Just Ask Pedro!

Pedro Alba, Vice President for Budget, Performance Review, Strategic Planning, and Some Other Stuff, answers your burning questions about the budget and WPA process.

Dear Pedro: I thought that the point of the Expenditure Review was to create savings that can be moved to the front lines. But in my unit, we aren't getting anything extra. In fact, we're getting less than previous years. My question is: what's up with that? –Confused Country Manager

Dear Confused Country Manager: Thanks for raising this important point. This year has been exceptional. As you know, 69% of senior management got SRIs of 4 or 5 for their exemplary work, and as a result needed to be rewarded out of the ER savings. I'm sure next year will be better.

Dear Pedro: Is it true that next year we're going back to the old budget system we had before? – Exasperated TTL

Dear Exasperated TTL: Thanks for raising this important point. Yes. As you know we've been going through a Simplification Process here at the World Bank Group. Well, as it turns out, sometimes the simplest thing is not to change anything.

Dear Pedro: Is the W process really working? Did we ever complete the last W or are we still somewhere in the middle of the letter? –Lost in the Alphabet

Dear Lost in the Alphabet: Thanks for raising this important point. Actually, we're quite pleased how the W process is working. Despite the visuals, it's really a straightforward process. We did think about using a "2 Vs" planning system instead of a "W", but it was pointed out that it's really the same thing. We could try the Y system—where the IGAs, Regions, and GPs each make their requests, then meet in a central location to battle it out. Another option we've been kicking around is to just fly helicopters over each World Bank Group office and drop money out in bags.

Dear Pedro: I have to say that I don't get this budget thing. I have no idea how much money I got this FY, don't know how much my TTLs are burning, and have completely lost control of the budget as a management tool. Can you explain to me how this works? – A Frustrated Practice Manager

Dear Frustrated Practice Manager: Not really. Ask your RM.

Dear Pedro: Coming back to the Expenditure Review, if the point was to create savings, how did we afford that JumboTron in the Wolfensohn Atrium of the Main Complex. They even did a <u>story</u> about it. –Looking for the Popcorn Stand in the MC

Dear Looking for the Popcorn Stand in the MC: Thanks for raising this important point. After reading your question, I went down to the Atrium and noticed the JumboTron. I bet the Lord of the Rings trilogy would look great on that. Maybe you could ask Jim about it. Really, you can ask him anything!



The Bulletin Your monthly welcome from KeNe: the GP/VP twins



Dear colleagues:

Many thanks again for your support and engagement as we come to the end of the Change Process. We can feel everyone's enthusiasm for the new World Bank Group from the 12th floor!

As you know, one of the greatest challenges for the New WBG is adjusting to the creation of fourteen new silos centers of creative energy, *innovation, and collaboration*.

We've been talking to many of you, and what we've heard is that collaboration is a bunch of hooey *all about incentives*. For that reason, we are creating a new fund to support *Integration, kNowledge, Synergy, Innovation, Partnership*, and *Integrity* for *Development* or "INSIPID" to promote inter-GP collaboration. We will be holding back \$50 million of Bank Budget for FY16 (don't worry: Bertrand is cool with it) to be allocated to individuals or teams who demonstrate the following behavior:

 Attend a Brown Bag lunch organized by another GP 	\$1,000 BB
 Share a photocopier, paper, or other office supply with a neighbor from another GP 	\$2,000 BB
 Include a term from another GP in your project/product's title—e.g., "Educating Farmers To Grow More Food" 	\$3,000 BB
 Send us a case study documenting your cross-GP collaboration (pictures please!) 	\$4,000 BB
 Have lunch with someone from another GP 	\$5,000 BB
 Send in irrelevant comments on a project being reviewed in another GP 	Zero: this is happening already.

INSIPID allocations will be determined by a committee of Sr. Practice Directors, chaired by *nous-même*. Consistent with other slush funds, INSIPID allocations will be given one week before the end of the fiscal year.

Finally, collaboration is all about knowledge-sharing, but it has come to our attention that many of you are not "walking the talk". We have noted that several TTLs failed to copy half the World Bank Group when sending out announcements for Concept Reviews and QERs. Come on, people, we're counting on you! Let's flood those inboxes with collaboration!

Keith and Nena KeNe

The World Bank Group WILL Feed the World!

In his March 19th Live Chat, Jim Kim announced the launch of an exciting new and ambitious initiative—

"We have a really great food event planned. I've asked Juergen Voegele and his team to feed the entire world by 2030, and they're enlisting a horde of celebrity chefs to help them!"

"When Jim approached me with this idea, I thought, 'That's just crazy enough to work!" explained Juergen (Sr. Director of Global Food and Agriculture - GFA) as he prepped the new GFA cooking studio. "I mean we had some good luck with that Green Revolution, so why not?"

"We're thinking of it as Quality Enhancement Review meets Master Chef. Of course, with the expenditure review, we can't afford Gordon Ramsay, but Sri Mulyani has kindly agreed to throw things at contestants as long as she doesn't have a conflicting meeting."

President Kim could barely contain his excitement, "I mean, this is Juerg going to fun, but it's also going to be extremely serious. We need to figure out a way, especially in the context of climate change, to feed the world."



Juergen Voegele gears up to end hunger with haute cuisine

Ethel Sennhauser, Director-GFA, would only hint at what's to come, "I'm not saying that we have to introduce molecular gastronomy (lack of a cold chain rules that out in most locations), but these new chefs are doing fascinating work with kale and free range chicken. You can't swing a stick without hitting that stuff in most of the countries we work in!"

Not everyone is enthusiastic – Jean-Francois Ferre sniffed "We tried to do a "Poverty Food Festival" in the MC Executive Dining Room, but none of the EDs made reservations. In the end, we had to throw out entire batches of slugs on sticks, sautéed locusts, mesclun of grasses and weeds, stone soup, sand pudding. The waste, the waste – quel dommage!" HNP Senior Director, Timothy Evan, also bristled at the suggestion that Agriculture should lead the effort, and warned that this initiative could endanger the traditional staples on which the poor rely. "Look at what happened to quinoa – a classic example of elite capture. The poor simply can't afford it anymore!"



REPORT TO THE BOARD FROM THE HUMAN RESOURCES COMMITTEE

Options For Growth

(Meeting of April 1, 2015)

The Board of Executive Directors (EDs) today held an Extraordinary (Principals-only) Session to discuss what many believe will be one of the most important initiatives ever sponsored by the governing body of the World Bank Group: the career paths for EDs and their staff.

Over the past decade, a steady drip of candidates from EDs offices have swollen the ranks of Bank Group staff. Given the political sensitivities and potential for perceived conflicts of interest, candidates have been forced to take mitigating measures. This includes voting against any salary increases for the workforce they aspire to join; erasing their previous job history on the People Pages; or, in one case, assuming the identity of a retiree. For the vast majority of these defectees, the migration to the staff ranks has provided respite from returning to the drudgery of civil service bureaucracies that make the WBG look as innovative and responsive as Apple.

The following decisions were reached during the closed session:

- **1.** Agenda item at the upcoming Development Committee: the Chief Economist's Office will present the findings from *Options for Growth: Moving the Needle by Moving Offices.*
- 2. Cooling off periods for EDs will be shortened to 90 days. Reflecting the "clarified" G4 visa "alignment" protocols, all EDs, Alternates and Advisors will have an automatic 90 day STC contract, working 35 hours a week (30 for the French ED's office, including lunch breaks) to allow more time for job-seeking.
- 3. All transitions from the EDs office to staff positions will be counted as Strategic Staffing redeployment, a clear indication that the EDs offices are also conscious of the constrained budgetary environment in which we are all working. (In parallel the downgrading from Danish to plain croissants outside the Board room will continue indefinitely.)
- 4. **Special Diversity Considerations**. ED staff representing "Nationalities of Focus" (NOFs, to those in the know) should be moved to the top of any candidate lists in the interest of improving the WBG diversity statistics. Furthermore, they should be eligible for a "scarce ethnicities premium."

Ratification of the above is expected, absent any objection. Given that the US has not had an Executive Director for as long as anyone can remember, they were not invited to vote on the proposal.

Hasan Merza

Distribution:

Anne-Marie Leroy, Mahmoud Mohieldin, Bertrand Badre, Pedro Alba, Sean McGrath Executive Directors

Look Out! New WBG IT Mascot to Ease Outlook Transition



Are you ready to submit to the Outlook Overlords? Let me help!

We've seen a lot of change here at the World Bank Group, perhaps none so traumatic as MicroSoft Outlook. WBG IT wants you to know that they understand that change is hard and they feel your pain—or should we say they've heard the tortured screams of the masses. WBG-IT (that ISG to those of you haven't been following "the change" closely enough) is working to ease this transition for all of us.

"Change is hard. We know that. Sometimes, if a familiar and much beloved friend helps you with that change, the pain is less." explained Stephanie von Friedeburg, Vice President & WBG CIO. "Clippy is a comforting icon

from our youth . . . or middle age . . . depending on the person. He's like an emotional service dog of the computer age. We think that a few months with Clippy will shut up—er, comfort—the anti-Outlook crowd, or at least distract them from their annoyance."

Reviews of Clippy have been mixed so far. Some point out that, despite what they were told when LookOut, er, Outlook was installed, they CAN recall a message. Clippy showed them how! However, recalls don't really work all that well, but still. Other staff who have piloted the Clippy add-on note that there is not a whole lot the insipid the little creature can do to make their emailing experience any better.

"I accidentally forwarded an Outlook invitation to my boss, and now he's bombarded with all the time and venue changes. I can't get it back! And all Clippy says is, 'It looks like you accidentally forwarded an Outlook invitation to a colleague. You shouldn't have done that!'"

WBG-IT remains confident that, with the help of Clippy, World Bank staff will be embracing Outlook in no time. Clippy won't go away until they do!

New Addition to World Bank Group Will Answer All Your Questions



In our seemingly endless quest to forge a Knowledge Bank, the GPs (or someone) have unfurled AskSOFI.

SOFI, a French national, entered the World Bank Group as a YP and has changed jobs every 3 years for the past 25 (the only staff member to follow the HR guidelines!). Now she's ready to answer any question you throw at her.

SOFI is not without her detractors, though. "I asked about any work the World Bank Group has done on coffee market development and SOFI just replied that there are 4 Starbucks within walking distance," explained a befuddled Marc Sadler. "This is Washington, DC. There are WAY more Starbucks within walking distance than that!"

"SOFI scared me." admitted Fabrice Houdart, "I asked about the number and size of contingency funds in the WBG, and she replied 'I'm afraid I can't tell you that, Fabrice' and then she started playing the theme to 2001 A Space Odessy. Is anyone monitoring this system?



April 1, 2015

In two months, there will be a change of guard. No, not the ones guarding the President (we still don't understand why he has those two guys with the curly wires following him around), but at the Staff Association. It has been a trying, tumultuous two years, punctuated with tension, arguments, threats of resignation ... and that's just within the Executive Committee. Add to that the townhalls, the seminars, and all those briefings with that motley crew called "management" and we're done. Truly done. We want our lives back.

We had no idea when we took office that the Expenditure Review and Strategic Staffing would fall into our laps, with the same effect as a scalding cup of coffee. Or that the IFC would refocus overnight. Or that MIGA would neither refocus nor change.

Then, of course, there was the cadre of revolutionaries who sought a safe space and sandwiches and found both in our midst. Contrary to rumors, neither our staff nor our offices were hijacked: if we had to do it all again, we would do no differently, except we would perhaps order the eggplant and red pepper wraps.

And when the yellow flier brigade asked if they could borrow some white paper (having depleted the stocks of "jaune-dix" that only a color blind person could possibly have chosen), we had no idea they would then go away and write the series of manifestos that emerged. And yes, while some of the hypotheses were a little suspect and somewhat light on fact-checking, at least they had some very eloquent prose in parts. Since management installed those new CCTV cameras in the lobby facing our office, they've stopped coming by recently, but we remain confident that their zest for justice remains as strong as ever.

As for those other visitors who descend from the echelons of power, we would like to thank management for listening to us, occasionally, and for giving us more drive-by engagements than a Vegas wedding chapel. Had we not been consulted so often, we might have had more time to work on term contracts, or on career development or something equally important like choosing a different gift for our members.

Speaking of which, we crested the 10,000 member mark and that milestone is something we should all be proud of. As a result--and subtracting the dues collected in 27 country offices with raging devaluation and inflation that renders their wages more like pocket money than salaries--we have a small surplus in our reserves. We have asked Jin Yong if he could give us some investment advice in exchange for free movie tickets.

Your SA – Stronger than Ever and Working for You.



GP/CCSA WORD HUNT

C H A N G C E I S H R E R R E K U K H V C G P J D O D B O I W V T A Y O S I G U U E F B L F E S M A R K E T S E I B O C U F U E I M T C R L T T J L S P G N O I T A L U P O P F E E V T I I B P A A I A A D V E Z O I S L U W R U R K S R Y U T S N Z T T E L B W M M B C U V B P Z L C A Q E A W A H Q M A F E H R K T D Q A Z O R O E J I M H X S G W Y P G S I D N M U M E W Y I E A C T U N R R H J V Q C M Y X K I P P B E T I H E X I L T A V R O P N O S R S F O V X F E L K F O L X E L TGIXIIGNSTANRCGEKHZOUIMMYVITEC LAZCBVIEONGENLENDNOITACUDEXRIU A N T C J E R P C I N K Q A X O S N X Y P S P O S R Y A J U EABMRNZEHTTSLTYXRLEORZEBWTDCUY H M A M K E J I R B P C M Z E Z A C F G I R O A B Y K T W D X P N S T S L A Z V G S E B A R N O A N V J F R G P O I U B Z H R C Y S P L I B R N H T U U A E N M A Y H M K Y K V T Y I I E L Y R Z Z V P R T E T O Y Y U C J T S N E S N Y E O V E N V I R O N M E N T R A H K R G U E M E S J A G B S S I W FTFQASOCIALNFHBEPRYUTSOGCILBUP HGEKNWVIERJHFCNNIMENOPXRZCJMLU J U R O V O L N B O E L Q V F Y D N F N G P F I X W T A A Z J R E E M I N U Y C T R O P S N A R T L E Y M C C C O T C O Z B V Y B C V D N A X C H A N G E O U X V Z X U O A F I S H B A M H D N R E J H C V I J D N E U X L C J F L N T W O I D M N H V W U I A R N O N N L I N C D K K C N N T M A U X F F IKOZELVRMJHJTZFPNGPPFHJURYRBKJ M I S V I O L E N C E L K G B N L Z I W J H H R M X U U C B P O Y S N O I T I R T U N O T V O X N W M H L E A J U Y A G S N E C N A N I F P Y P D E F Y W C T E E Z A W A Z R C X D G R L S F W T Y H H M X G O T C V L H E S K T Y G S K L R W V R R E D E Z T E H K M D E Z O K J K I R U V N F J A K S C

AGRICULTURE CHANGE CLIMATE COMPETITIVENESS CONFLICT EDUCATION ENERGY ENVIRONMENT EXTRACTIVES FINANCE FISCAL FRAGILITY GENDER

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GOVERNANCE HEALTH ICT JOBS LABOR MACROECONOMICS MANAGEMENT MARKETS NATURAL NUTRITION PARTNERSHIPS POPULATION POVERTY PRIVATE PROTECTION PUBLIC RESILIENCE RESOURCES RURAL SOCIAL TRADE TRANSPORT URBAN VIOLENCE WATER

Hidden Message



Sean Thomas McGrath's Blog



The New WBG Titling Framework

Posted By Sean Thomas McGrath in Sean Thomas McGrath's Blog on April 1, 2015, 12:01 AM

The WBG "Change Process" presented a golden opportunity for HR to streamline the 3000 job titles we use across the organization. We capitalized on the general chaos to finally address the need for within grade progression (no, it's not promotion) from Tier 1 to Tier 2 titles—without the fuss of having to increase your salary (You're welcome, Bertrand!).

Last year HR reached out to staff through my blog and focus groups—oh, how we love those focus groups!—and got hundreds of suggestions for the new Titling Framework, ranging from "promote all GCs to GDs" to "Just do what IFC did" to "How do I fit Senior Lead Institutional Development Specialist in the Fragile & Conflict Affected States Cross-Cutting Solutions Area on a single business card?".

We want to thank you all for this valuable input—though we chose to ignore most of it—and share with you the newly enshrined World Bank Group Titling Framework. We feel the new titles strike the fine balance between making them impossible to translate, failing to capture the content of your work, and maximizing Client confusion. We hope you will agree.

Grade	Tier 1 titles	Tier 2 titles			
GA	HEY YOU	MINION			
GB	ASSOCIATE LACKEY	LACKEY			
GC	SUBORDINATE	INSUBORDINATE			
GD	UNDERLING	OVERLING			
GE	GRASSHOPPER	MINUTES TAKER			
GF	ASPRING TTL	UNRECOGNIZED TTL			
GG	GENERAL DOG'S BODY	PROJECT NINJA			
GH	BOFFIN	GURU			
GI	DIRECTOR WHO DIDN'T GET THE TOP JOB	SENIOR DIRECTOR			
GJ	VICE PRESIDENT	KYLE			
GK	YOUR MAJESTY	S/HE WHO MUST NOT BE NAMED			
GL	PRESIDENT EXTRAORDINARY AND PLENIPOTENTIARY				

Once again, thank you again for your constructive contributions to this part of the change process.

p.s. Please adjust your business cards accordingly. Make sure you use the awesome new logo.

🧨 Create

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Do you know your Senior Directors?

Time for a Game! If you're like most staff, you're finding it hard to keep track of all the new Senior Practice Directors. Do you know who they are? Could you recognize them on the elevator? More importantly, do you know what they do? For this game, simply match the Unit with the Senior Director and their Topic—and no cheating with People Pages! We've filled in one to get you started!

Here are the Units

- 1. GCCVP
- 2. GCFDR
- 3. GCGDR
- 4. GCJDR
- 5. GCODR
- 6. GCPDR
- 7. GEDDR
- 8. GEEDR
- 9. GENDR
- 10. GFADR
- 11. GFMDR
- 12. GHNDR
- 13. GMFDR
- 14. GSPDR
- 15. GSURR
- 16. GTCDR
- 17. GTIDR
- 18. GVPDR
- 19. GWADR

Here are the Senior Directors

- 1. Anita
- 2. Ana
- 3. Anabel
- 4. Arup
- 5. Betty
- 6. Caren
- 7. Claudia
- 8. Gloria
- 9. Ede
- 10. Juergen
- 11. Junaid
- 12. Laurence
- 13. Marcelo
- 14. Mario
- 15. Nigel
- 16. Paula
- 17. Pierre
- 18. Rachel
- Timothy

Bonus Question

Which one of the GP/CCSAs is not like the others?

Super Bonus!

Who's the most diverse? Color in the circles next to each Senior Director to rank their diversity!

Color in one circle for:

- Woman
- DisabilityLGBT
- Part 2 Country
- SSA/CR

- Agriculture
 Climate Change
 - 3. Education
 - 4. Energy & Extractives

Here are the Topics

- 5. Environment & Natural Resources
- 6. Finance & Markets
- 7. Fragility, Conflict & Violence
- 8. Gender
- 9. Governance
- Jobs
 Macroeconomics & Fiscal

10. Health, Nutrition & Population

- 12. Macroeconomics & Fiscal Management
- 13. Poverty
- 14. Public Private Partnerships
- 15. Social Protection & Labor
- 16. Social, Urban, Rural & Resilience
- 17. Trade & Competitiveness
- 18. Transport & ICT
- 19. Water

Senior Director Match-Up

	Name: Betty		Name:		E.	
	Unit: GCFDR		Unit:			
	Topic: Fragility	Diversity: 00000	Topic:	Diversity: 00000		
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Madelyn Antonicic

Subject: Farewell, Bye-Bye, Toodles, See Ya!

TO: TRE Essential Staff

As you will have seen from the re-worked kiosk announcement of my upcoming departure from the World Bank Group, I am leaving. Please note that I am not retiring. Retirement is for old grumpy men with comb-overs, not for vibrant metropolitan ladies with sass, great hair, and fast cars. Had some of those grumpy geezers left when they should have, I may have stayed on a while—at least I have options.

After years of leading Treasury back from the brink of destitution, and following on

my successful career at Lehman Brothers, I've decided it's time to return to the hub of all culture: New York City. There they speak the same colorful language as me, and they understand that you hold a smart woman back at your peril.

The Ladies who used to lunch—Laura, Caroline, Inger, Isabel, Tamar, Pamela, and now me—are forming our own Group of Development Advisers. Our first clients include the BRICS bank and the new Asian thing people are talking about. As a "magnificent seven" of seasoned broads, we have the ability to give any corporation, anywhere, a boost on gender parity targets.

I will miss the apples and the yoghurt in the Executive Dining Room. I will miss those of you I didn't fire. I will miss having two parking spaces—one at the C and one in the Main Complex.

I won't miss anything or anyone else.

So long Suckers ...

Madelyn Antonicic Vice President and Treasurer

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