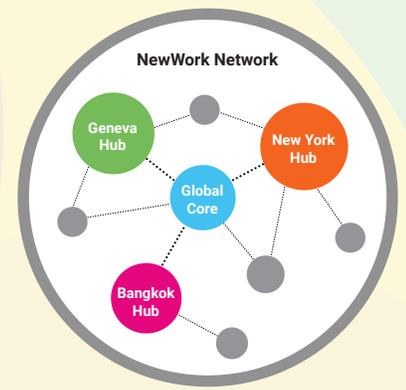


ACCOMPLISHMENTS AND ONGOING PROJECTS

#NewWork currently has three main hubs in Bangkok (ESCAP), Geneva (UNOG) and New York (DMSPC) and is actively engaged with the Field Staff Union to further broaden the network.

All projects below are color-coded with the hub(s) leading implementation.



Successful pilot of Agile with four distinct UN teams (ESCAP, UNDSS, UNOG, DMSPC) has been [evaluated by the University of Geneva](#) who noted the readiness of the UN to adopt agile. Through a parallel train-the-trainer program #NewWork is preparing to scale adoption of agile globally.

Reworking our Operating System guides

Based on what has been learned in Innovation Day briefings and other fora, they offer tangible, practical approaches to changing mindsets, behaviours, processes, and practices.

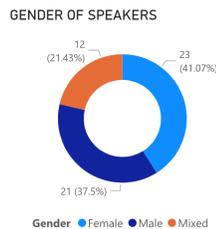
Navigating the Next Normal resource centre

A compilation of resources to support all personnel in co-creating our workplace culture and how hybrid teams operate. It aims to increase transparency in the return to office and leave no one behind.

“Managing teams in the Next Normal” workshops

Focus on managing hybrid teams while leveraging our experiences during COVID. It focuses on how the workplace is shifting in four areas: emotional, physical, technological and purposeful. A key objective is to **provide managers with a safe space to think about, share, and propose ideas**. Currently offered to managers in UNOG, DMSPC/OUSG, DMSPC/BTAD, but could be expanded with funding or resources that can facilitate additional sessions (train-the-trainer).

In two years, over 50 [Innovation Days](#) have been held in collaboration with 35 entities, exposing personnel to new ideas, processes, mindsets and concepts. The audience is global and averages 130 participants per event. Diversity and inclusion is a key tenet.



In partnership with HLCM, a [showcase of new ways of working](#) was launched highlighting transformative initiatives across the UN system. It aims to make it easy for people to find projects and connect with others.

Flexible Working Arrangements App

Facilitates the online submission and processing of requests, eliminating the need to print or sign forms or to calculate hours. A dashboard helps managers make informed decisions and helps HR tailor its support to managers and staff. Currently used at UNOG. It could be expanded.

As a key partner in the [Reimagine the UN Together Alliance](#), #NewWork helped establish the alliance and two of its three main initiatives: the Reimagine innovation challenge and dialogues in 2020.



- In ESCAP, UN Vizion, a tailored graphic design tool to create and collaborate on visualizations & infographics launched. Workshops and learning opportunities for staff are ongoing.
- UN Digital ID has been endorsed by the HLCM and recommended for implementation.
- Unicoin and conecta recently announced new updates and called for further input globally.
- Mobility Marketplace is running a pilot in Vienna.

THE DIALOGUES

Since many staff do not have time to volunteer for projects or to help implement ideas, the dialogues gave more colleagues an opportunity to participate. Through these global dialogues their voices have contributed to Reimagining the UN and our workplace.

~700 participants globally
~40 volunteer facilitators

The UNHQ Next Normal Dialogues gave New York staff an opportunity to weigh in on the return to office. The [outcomes](#) were shared with the Next Normal working group. One key recommendation was to institutionalize the dialogue mechanism established by #NewWork and regularly share outcomes with senior management.

Reimagine the Next Normal dialogues

The dialogues are now being held at a global level to get staff input on our workplace in the Next Normal. With this third series, #NewWork is proceeding with institutionalizing the dialogue mechanism as recommended by staff and agreed with senior management.