



What is #NewWork?

In the context of rapid global transformation, numerous internal changes, and dissatisfaction with 'the way things work around here', UN staff are demanding a change in our organizational culture. This is evidenced through feedback to the UN Staff Engagement Survey, staff engagement sessions and various reports from different parts of the organization.

#NewWork is a staff-driven initiative that proactively responds to this, aiming to change our workplace culture and create the 'UN we want'. Drawing on staff feedback, #NewWork articulates a vision, goals and action plan organized according to five themes: collaborative environment, empowered networks, fit for the future, innovation and risk taking, and flexible working.

From driving adoption of collaborative technologies and new meeting techniques, to launching innovation events, improving our service to clients, and promoting flexible working arrangements, #NewWork has already delivered many positive changes to the way we work. It will continue to do so in the years ahead as greater numbers of staff get involved and more projects are implemented.

#NewWork Themes

#NewWork's five themes have evolved over time, as more staff became involved to co-create the initiative, identifying new challenges and solutions. It will continue to evolve as we 'build the UN we want'.

- **Innovation & Risk-Taking:** nurtures a culture in which managers and staff are empowered to innovate, are comfortable to take measured risks, and dare to fail.
- **Fit for the Future:** focuses on improving staff skills and knowledge, ensures opportunities to learn and develop are accessible to all, and values continuous growth.
- **Working Flexibly:** builds a culture that embraces flexible working and managing outcomes not presence, fosters a common mindset towards flexible working, and capitalizes on the use of technology to support new ways of working.
- **Collaborative Environment:** fosters inter- and cross-departmental collaboration, learning and sharing of experiences, and improves communication within and between teams.
- **Empowered Networks:** promotes new types of reporting structures, including self-managing interdisciplinary and project-based teams.

Join #NewWork

#NewWork is open to all staff who take a positive view of change and want to contribute to the UN of the future. Joining the #NewWork network connects you with a global group of colleagues who are driving change, provides a platform to propose and get support for relevant projects, and is an opportunity to contribute your skills or expertise to this important initiative.

To get involved you can:

- Propose new projects or activities within your area of work, that support #NewWork priorities;
- Align an ongoing project or activity with #NewWork and share it with the #NewWork community;
- Offer specialized expertise, training or other support to the #NewWork network;
- Be a vocal supporter of change and #NewWork activities.

Sign-up online to join #NewWork: <http://bit.ly/join-newwork>



#NewWork at a Glance

