

AFRICAN DEVELOPMENT FUND



AN INCREASINGLY EFFICIENT AND EFFECTIVE ORGANIZATION

Transforming the Bank Group from Good to Great

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ADF-12 MTR

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Outline

- 1 Context and Key Messages
- 2 Progress at ADF-12 Mid-Term-12
- 3 Looking Ahead

Context and Key Messages

Context

The measure of the Bank Group's effectiveness is the impact it has on the ground : Results, Results and Results

Deputies have requested Management to regularly report on what is being done to improve effectiveness and efficiency

For the ADF-12 cycle, Deputies requested Management to pursue actions on:

- Decentralization
- Human resource management
- Communication and information disclosure
- Institutional integrity and stakeholder engagement
- Fiduciary, environmental and social safeguards

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Key Messages

Management has followed up on all required actions to improve institutional capacity, efficiency and effectiveness



The Bank Group has demonstrated resilience and responsiveness against a background of diverse challenges in its operating context.



Bottom Line: The institutional has the capacity to deliver



Going forward Management will be paying attention to:

Staff recruitment and retention

Budget utilization

Disbursement and procurement processes

Progress at ADF-12 Mid-Term

Decentralization

Field Presence

- 34 RMCs, up from 22 in 2009
- *including 10 Fragile States and 2 pilot Regional Resource Centers*

Field Staffing

- 30% staff now based in field offices
- *up from 15% in 2008*

Delegation of Authority

- Revised DAM
- *move decision making closer to clients*

IT platform

- Inter-office connectivity and collaboration
- *2013-2015 IT Strategy under formulation*

Human Resource Management

**Increased
staff
complement**

*Up by 1/3
between 2008
and 2011*

**Restructured
and
decentralized
HR function**

*To facilitate better skills
management*

**Increased
focus on
people
management**

*Focus on career
development and
talent management*

**Attrition mainly at PL5 level and not a generic
institutional issue.**

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Transparency, integrity, accountability and Safeguards



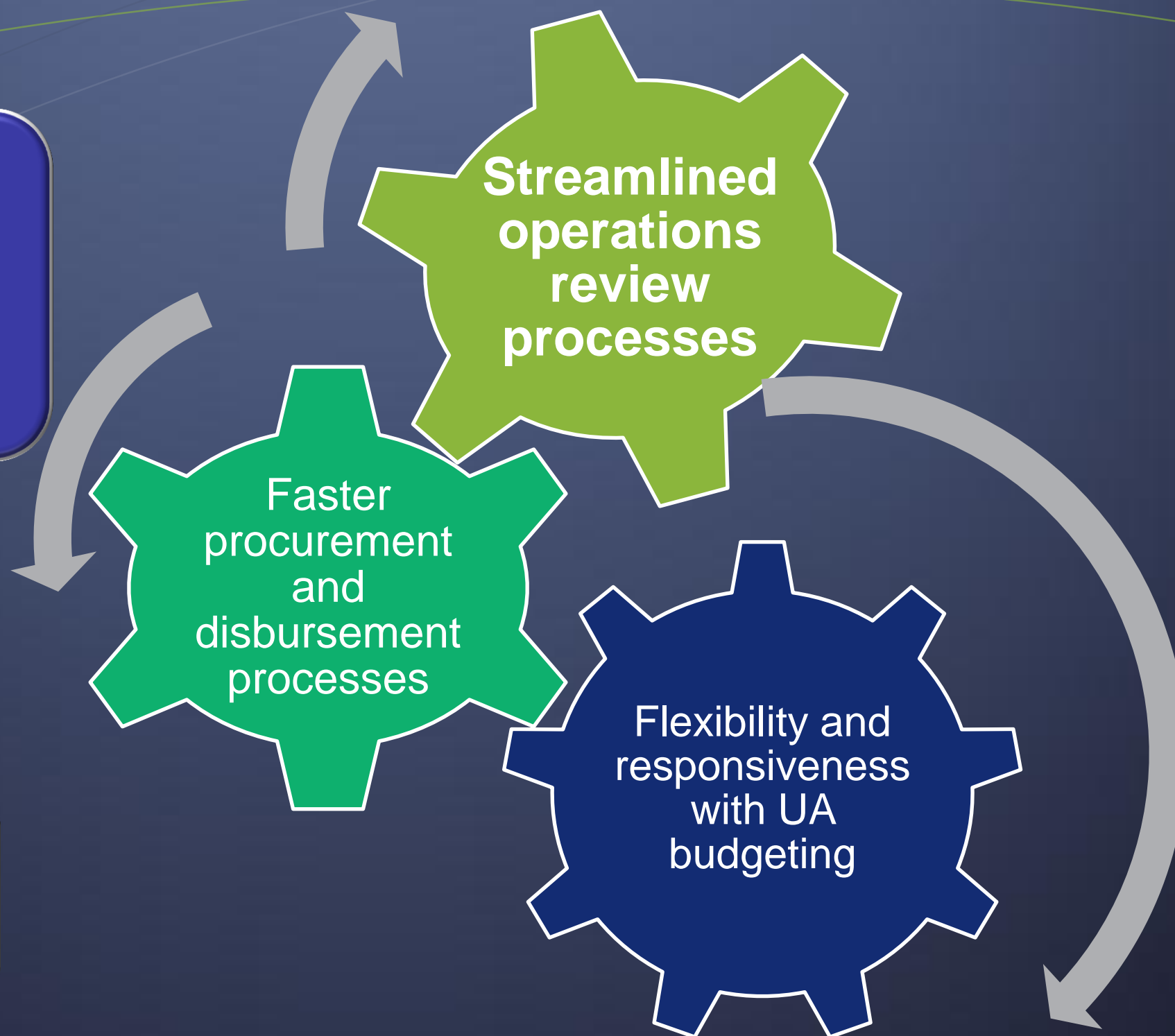
Agility and efficiency

Benchmarks

- Operating in an uncertain environment
- Responding to crises

Evidence

- Client Survey



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Looking Ahead

Advancing the reform agenda



Key areas of Focus

Budget

- ***Improve Utilization***

Staff vacancy and premature attrition

- ***Recruitment and retention***

Procurement and disbursements

- ***More efficiency***

Thank you



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