

BROWN BAG LUNCH
“Creating Peace Through Values-Driven Action”
in collaboration with UN Inter-Agency Framework Team For Preventive Action
Tuesday, 9 March 2010, United Nations Plaza, NY

SUMMARY DEBRIEFING

Ms. Alisa Clarke, President of Global Vision Institute, introduced the organization and its mission to revitalize the founding values of the United Nations through the work and culture of the international community. The proceedings then transitioned into the workshop format.

The workshop facilitators, Ms. Clarke and Dr. Joni Carley, led the group through a series of conversations applying a coaching methodology. The main outcomes are captured briefly below.



Vision of peace and for their organizations

Responses included employment and education; equality and solidarity; freedom from fear and want; good manners; application of emotional intelligence; and constructive conflict resolution

Participants noted promoting social policy for equality; coordination actions for peace; generating conflict prevention methods; voluntary collaboration and sharing; communications; and empowerment

Group members suggested people talking face to face; kindness; sharing information, openness and transparency; caring for staff and beneficiaries; acceptance of differences; greater trust, leading to the need for fewer rules and regulations; recognizing people for their values and competencies; performance appraisals are taken seriously; flexible bureaucracy; and a culture of “walking your talk”.



Reality of current circumstances

Positive supportive trends included staff members themselves; good leadership among individuals regardless of rank; vision and conviction; committed staff, and people believing they can make a difference.

Negative trends and challenges included egocentric behavior; too many rules and regulations, and rules that are not helpful; lack of commitment and lack of follow-up on responsibilities; delays in responses and decision-making; risk averse behavior; a culture of blame, shame and fear; lack of accountability; hierarchic style; and the hiring of technicians as managers when they may not have managerial skills



Options for the way forward

Group members proposed enrolling leaders to devote more resources and expand this kind of visioning; keeping the values conversation alive; institutionalizing workshops such as this on values; performance management procedures that include personal dialogue with staff members, 360 degree performance assessments with input from superiors as well as subordinates and incentives for good performance; a positive role for the Staff Council; modeling the ideal vision and inspiring others yourself; modifying the recruitment process to enhance transparency and ensure professional development along a career path.



Declared commitments

Participants committed themselves, some by defined dates, to undertaking a range of concrete actions towards fulfilling personal and organizational values. These included talking with supervisors about recommended changes; being more conscious about the needs and values of the staff working with them; introducing relevant human resources trainings and measures; and ensuring to greet other staff member in the office with a hearty “Good morning” every day.

Each participant was furnished with a personal take-away exercise sheet to record their Vision, Options and Declaration of commitment to action, to serve as a reminder and to support their follow-through.