**Problem**

Address the gap in qualified staff and experienced managers due to evolving challenges and needs in the field and high staff turnover.

**Proposed Solution**

Transform the way MSF staff work, learn, and develop by creating real-time access to customized personal learning and development. Enable more effective ways for people to learn and develop throughout their careers. Offers a new journey to learning for MSF’s staff.

**Potential Impact**

- Increase MSF staff performance, learning and development, and career development
- Provide a wide catalogue of upgraded learning solutions and content
- Strengthen professionalization, certification and validation of knowledge.

**Viability**

- Creates/manages organizational knowledge across MSF; builds a learning network

**Risk Mitigation**

- Incorporates user-centric test-and-learn
- Leverages external partnerships

**Scalability**

- Transformational approach to democratize learning for MSF practitioners

**WHAT is TEMBO?**

- It is a space that allows me to control and organise my own learning
- It is space that allows me to access and share learning resources
- It is a set of integrated tools and practices that allows me to learn
- It is a space that allows me to connect to my knowledge network

**Area/Type:** HR, Learning and Development; Large-Scale

**Sponsor/Support:** OC Barcelona / OC Geneva

**Length/Project Status:** 3 years; ONGOING