

People Respect and Value

Problem

Staff and association are demanding an MSF that demonstrates respectful and responsible behaviour. However MSF has a lack of clarity on the reasons for behavioural issues, barriers to change, and our aspired future values and derived behaviours.

Proposed Solution

Define possible **aspirational behaviours for MSF** and establish a **Change Agenda**, focusing on positive adjustments to working with patients, colleagues and partners based on organisational identity, operational and behavioural considerations.



Potential Impact

- Defining a work environment where everyone feels safe, respected, supported and valued
- Create clarity on what is acceptable and unacceptable behaviour in MSF

Viability

- Initiated by 2 strong leaders (OCA and OCG DG's)
- Members of the Inclusion and Respect Task Force (South Africa, Sweden, USA, Canada) are engaged

Risk Mitigation

- Iterative approach to design and input
- Starting with practical quick wins to show early impact
- Strong link to IPOB and other working groups
- Use of external experts

Scalability

- Use of an open design approach – key stakeholders from across the movement are invited to provide input

Area/Type: HR, Learning and Development; Incubator

Sponsor/Support: OCA/OCG

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