

Transforming the MWA to Help Meet MSF's Associative Needs of the Future



TRANSFORMATIONAL
INVESTMENT
CAPACITY

Project Summary

Problem

The Movement-Wide Association (MWA) is the only association without any geographical boundaries making it the only purely associative body in MSF. It is the only body to formally represent MSF members from a politically neutral perspective i.e. in the IGA, but also as a potential vehicle to bring more field voices directly into mainstream associative discourse. To grow and manage the MWA – with a multitude of languages, time zones, internet-based connectivity challenges, and varying levels of understanding of what associative life means is a tremendous effort, but one with transformational results.

Proposed Solution

The goal is to transform the MWA to help meet MSF's associative needs of the future by developing a highly aspirational 6-year Strategic Plan for its evolution. The project aims to understand the associative life journey (the field-level member recruitment and engagement) and create a more inclusive representative structure by increasing engagement for all MSF staff both Locally Hired Staff (LHS) and International Mobile Staff (IMS).



Area/Type: Other; Incubator

Sponsor/Support: OCG

Length/Project Status: 6 months;

ONGOING

Potential Impact

- Transforms the way the MWA could meet MSF's associative needs for the future, embedding the MSF We Want To Be, engaging a broad base of all staff – LHS and IMS – and embedding that vision into a 6-year strategic plan that is aspirational and actionable.
- Improves coherence and enhances quality in associative activities.
- Fosters better representation, equity and inclusiveness across MSF's global operations by increasing field voices in the IGA.

Viability

- Supported by MWA Associative Committee, ensuring governance and oversight.
- Aligns with MSF's strategic goals, including La Mancha Agreement and MSF International Statutes, to enhance fair opportunities for accessing meaningful membership in association.

Risk Mitigation

- Addresses low staff participation through tailored engagement strategies.
- Collaborates with field teams to align methodologies with local MSF contextual needs and reality.
- Anonymizes participants' responses to ensure data privacy and confidentiality.

Scalability

- Engages diverse field staff and shares lessons learned with other MSF associations to enhance their strategic improvement efforts.
- Provides a report for use by all relevant associative bodies to improve engagement, effectiveness and coherence of field-based associative initiatives.