

Interim Template for Country Workplans, 2008-2009

Strategic Objective 13: To develop and sustain WHO as a flexible, learning organization, enabling it to carry out its mandate more efficiently and effectively

Country: Thailand

Organization-wide Expected Result	Planning Element (RER>OSER>P>A)
1. Work of the Organization guided by strategic and operational plans that build on lessons learnt, reflect country needs, are elaborated across the Organization, and used to monitor performance and evaluate results.	1. Results-based management framework of the Medium-term Strategic Plan used to establish budgets and workplans for all offices in SEAR, to manage the implementation of workplans and to assess performance and results achieved.
	OSER1 <i>Improved planning of results-based management framework to manage resource coordination and simplify the management of voluntary contributions.</i>
	P1 <i>Improved planning of results-based management framework to manage resource coordination and simplify the management of voluntary contributions.</i>
	OSER2 <i>Workplans have been developed, implemented and monitored, consistent with strategic plans, the programme budget, and evaluation systems to provide accurate and objective assessments.</i>
	P1 <i>Workplans have been developed, implemented and monitored, consistent with strategic plans, the programme budget, and evaluation systems to provide accurate and objective assessments.</i>
2. Sound financial practices and efficient management of financial resources achieved through continuous monitoring and mobilization of resources to ensure the alignment of resources with the programme budgets.	1. Enhanced resource mobilization with decentralized and coordinated approaches, and improved coordination of financial resource requirement to implement WHO workplans at regional and country offices
	OSER1 <i>Application and monitoring of relevant financial policies within a framework of integrity and continuous improvement in order to assure an efficient and effective operations underpinning WHO workplans and CCS.</i>
	P1 <i>Application and monitoring of relevant financial policies within a framework of integrity and continuous improvement in order to assure an efficient and effective operations underpinning WHO workplans and CCS.</i>
	2. Sound financial management, administration and support provided to all offices to ensure efficient implementation of office results.
	OSER1 <i>Implementation of appropriate strategies to support financial management, administration and capacity development of relevant staff involved in these areas of responsibilities.</i>
P2 <i>Implementation of appropriate strategies to support financial management, administration and capacity development of relevant staff involved in these areas of responsibilities.</i>	
3. Human resource policies and practices in place to attract and retain top talent, promote learning and professional development, manage performance, and foster ethical behaviour.	1. Region-wide staff development plan implemented, monitored and evaluated leading to better performance and ethical behavior
	OSER1 <i>Staff training and development needs analysis undertaken, to assess and coordinate appropriate staff training programmes.</i>

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	<p>P1</p>	<p><i>Staff training and development needs analysis undertaken, to assess and coordinate appropriate staff training programmes.</i></p>
<p>4. Management strategies, policies and practices in place for information systems that ensure reliable, secure and cost-effective solutions while meeting the changing needs of the Organization.</p>	<p>1. Cost-effective applications developed and maintained to support the Organization's technical work as well as delivery and management of integrated Management Information Systems for empowering WHO's internal Work, including Global Management System and legacy system.</p> <p>OSER1 Develop mechanisms for effective implementation and monitoring of WCO's technical work, and implementation of Management Information Systems, GSM and legacy system.</p> <p>P1 Develop mechanisms for effective implementation and monitoring of WCO's technical work, and implementation of Management Information Systems, GSM and legacy system.</p> <p>2. Well-managed secure ICT environment developed throughout SEAR ensuring acceptable cost-performance measures through formulation and implementation of ICT strategies, policies, procedures and guidelines as well as Unified Architecture, and deployment of standardized infrastructure.</p> <p>OSER1 <i>Periodic review of ICT functions, resources, and services to monitor and develop an efficient ICT environment.</i></p> <p>P1 <i>Periodic review of ICT functions, resources, and services to monitor and develop an efficient ICT environment.</i></p>	

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<p align="center">Organization-wide Expected Result</p>	<p align="center">Planning Element (RER>OSER>P>A)</p>
	<p>3. Improved collaboration and coordination within the region by acquisition, development and implementation of standardized ICT tools for cost-effective information sharing, content management, web publishing, networking and partnerships.</p> <p>OSER1 <i>Continuous sharing of information, and systematic implementation of standardised ICT tools.</i></p> <p>P1 <i>Continuous sharing of information, and systematic implementation of standardised ICT tools.</i></p>
<p>6. Physical working environment conducive to the well-being and safety of staff in all locations</p>	<p>1. Proactive infrastructure management including the regional master plan for all offices to ensure adequate space and proper work environment exist.</p> <p>OSER1 <i>Necessary refurbishment of the WCO in order to achieve a conducive and improved working environment for staff.</i></p> <p>P1 <i>Necessary refurbishment of the WCO in order to achieve a conducive and improved working environment for staff.</i></p> <p>2. Proactive security precautions implemented at all regional locations to ensure safety of staff and minimize personal risk as much as possible for staff and dependents.</p> <p>OSER1 <i>Enhanced security measures of WCO and staff in line with MOSS requirements, including training of staff.</i></p> <p>P1 <i>Enhanced security measures of WCO and staff in line with MOSS requirements, including training of staff.</i></p>