

The People Behind the Reform Agenda Initiatives

By Lynette Mallery

THE REFORM AGENDA is ADB's move to enhance the development effectiveness of all its operations by reforming its processes, policies, strategies, and programs. The agenda consists of 19 ADB-wide reform initiatives to deliver five key result areas related to internal changes and realignment:

- improving operational policies, strategies, and approaches;
- mainstreaming managing for development results;
- refining organizational process and structure;
- reinforcing knowledge management; and
- improving human resources management and staff incentives.

Who guides the Reform Agenda process? Under the overall guidance of the President, ADB's four vice presidents are playing a key role in steering the agenda and communicating internally and externally ADB's commitment to reform. A Reform Coordination Committee—led by Managing Director General **Young-Hoi Lee**, assisted by **Biswanath Bhattacharyay**—facilitates the reform process by (i) coordinating the implementation of the agenda, (ii) monitoring its progress, and (iii) communicating with staff and stakeholders.

Improving operational policies, strategies, and approaches



More than 30 staff members from all major departments participated in a 2-day retreat to formulate a governance action plan aligned with the Medium-Term Strategy II framework and priorities

Mainstreaming managing for development results



Bruce Purdue shares the principles of Managing for Development Results (MfDR) with staff from various departments

Refining organizational process and structure



Juan Miranda provides staff with a broad perspective of the different components of the Innovation and Efficiency Initiative

Reinforcing knowledge management



(From right) Ainslie Smith, Barbara Davis, and Mannix Manay—members of the Internet-Intranet Harmonization project working group—discuss projects to improve ADB's operational processes through the Information Systems and Technology Strategy II

Improving human resource management and staff incentives



Sally Pedersen presents at one of several learning and development seminars to build the capacity of staff

Eric Sales (x5)

ADB's Reform Agenda

