

Budget, Personnel, and Management Systems Department (BPMSD)

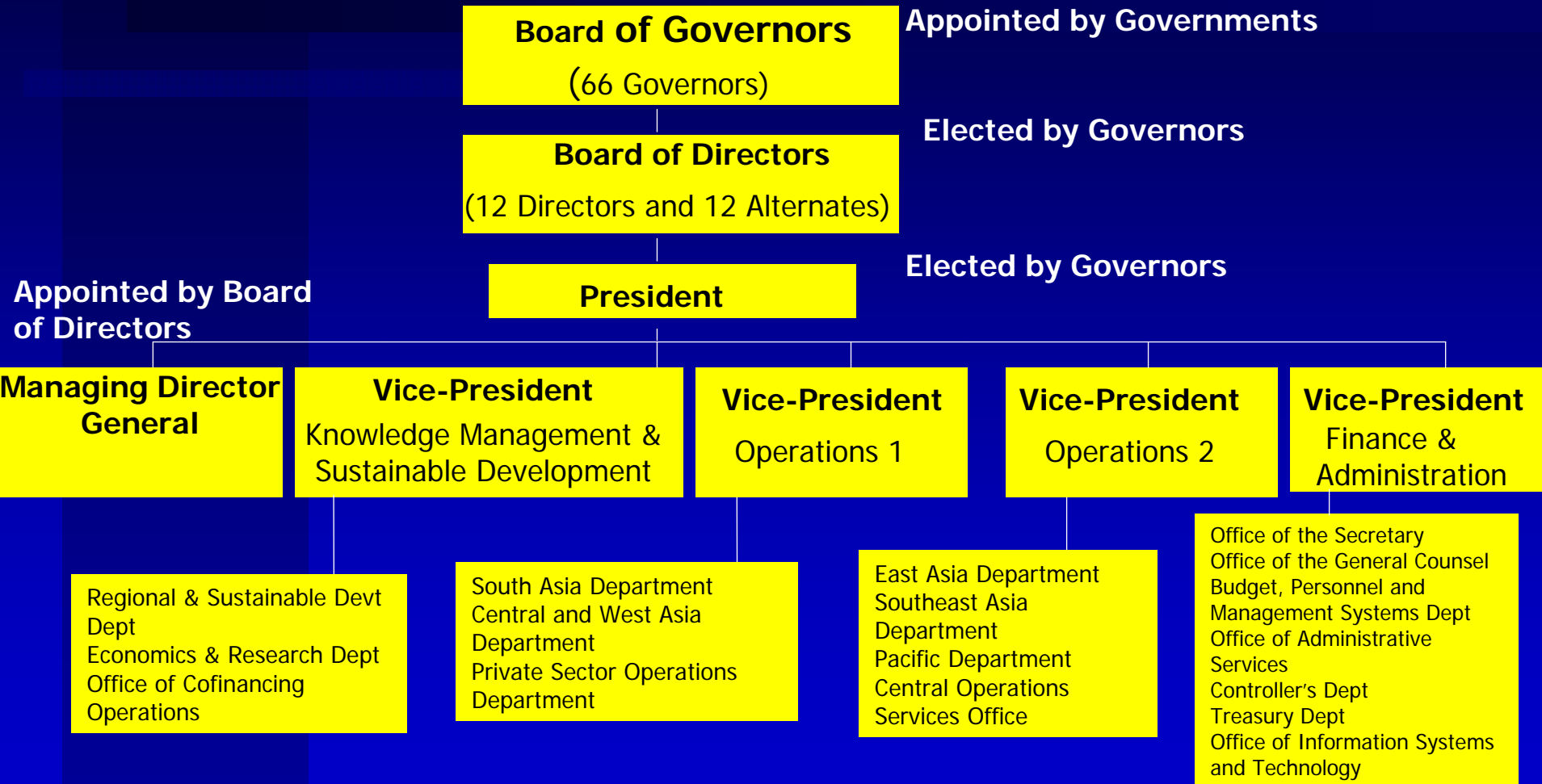
Human Resources Management Policy at ADB

H.J. Yu, Director, BPHR

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The logo for the Asian Development Bank (ADB), consisting of the letters 'ADB' in a white serif font on a dark blue square background.

Organizational Structure



Organization & Staffing

- Organization
 - Management Team: President/ 4 VPs/ MDG
 - 23 Departments/ Offices
- Operations and non-operations
 - About 50% PS in each area

Organization & Staffing

- About 2,500 staff
 - 866 PS, 1563 LS (in HQ and RM/ROs)
- 53 Nationalities/ 66 member countries
- English is a second language for about 90% of total staff
- 254 Women Professional Staff
 - 29.3% as of 7 Sep 2006
- 15% staff located in 26 Field Offices
- 1/3 of HQ Staff guests in a foreign land
- 46.6 Median age of PS
- 7.7 Median length of service of PS

Human Resources Strategy

Key Points

- Enhance Organizational Capability
- Establish an Effective Performance Management System
- Strengthen Leadership and Accountability
- Reorient the HR function

HRS Strategic Thrust

(1) ENHANCE ORGANIZATIONAL CAPABILITY Key Actions

- Establish ADB wide Competency Framework and Skills Inventory
- Improve timeliness and quality in selection process
- Develop technical career stream

HRS Strategic Thrust

(1) ENHANCE ORGANIZATIONAL CAPABILITY

Impact of the Actions

- Competency driven HR Management – more effective and transparent basis for decisions on recruitment, selection, staff development and promotion
- Improving skills mix
- Timely and quality staffing

HRS Strategic Thrust

(2) ESTABLISH AN EFFECTIVE PERFORMANCE MANAGEMENT SYSTEM

Key Actions

- Implement the Performance Development Plan
- Implement Enhanced Separation Package
- Develop an incentive system that rewards and recognizes good performance

HRS Strategic Thrust

(2) ESTABLISH AN EFFECTIVE PERFORMANCE MANAGEMENT SYSTEM

Impact of the Actions

- Clearly defined and aligned work plans based on organization goals
- Discern performance among staff
- Reward good performance/improve feedback on performance to staff
- Separate staff with truly unsatisfactory performance

HRS Strategic Thrust

(3) STRENGTHEN LEADERSHIP AND ACCOUNTABILITY

Key Actions

- Develop further Executive Leadership Program and Training Programs for Managers
- Develop Assessment and Development Center

HRS Strategic Thrust

(3) STRENGTHEN LEADERSHIP AND ACCOUNTABILITY

Impact of the Actions

- Enhanced managerial and leadership skills

RE-ORIENT HR FUNCTION

Key Actions Taken/ Ongoing

- Re-orient HR function and review existing policies and processes.
- Enhance channels of communications in ADB (between staff and HR)

RE-ORIENT HR FUNCTION

Impact of the Actions

- More focus of L&D function within HR
- More user friendly procedures for HR actions
- More access to HR information on-line