



4 March 2020

Fifth Committee, first part of the 74th resumed session

Agenda item No. 141

Introductory statement on the JIU report

Mr. Chair, allow me to briefly highlight five **key findings** of the report.

1. Change management is understood and applied in different ways across the United Nations system

The majority of reforms over the past decade focus on both what needs to change in terms of structures, systems and processes, and also include consideration of change management addressing how it should change, and the management of that change. Twenty percent (20%)

The report recommends that governing/legislative bodies ensure that executive heads embed change management approaches and methods in their organizational reforms and report on the results.

It recommends to executive heads take measures to:

Embed structured and comprehensive change management approaches in their ongoing and future organizational reforms and report thereon to their governing bodies.

Support the development and coordination of organizational survey across the United Nations system, through the United Nations System Chief Executives Board for Coordination.

Ensure that resources allocated to change management are clearly earmarked and the intended results measured, tracked and assessed.

Give greater prominence to the role that their strategic human resources management functions play in organizational change management. This would include promoting changes in individual attitudes and behaviours, establishing mechanisms to reinforce these, and creating channels to communicate feedback across all personnel.

Include an item on the agenda of the next meeting of the High-level Committee on Management to consider how to support the United Nations Laboratory for Organizational Change and Knowledge to play a greater role in United Nations system reforms.

We are pleased that the comments from the Chief Executives Board welcomed the report and noted its appreciation for providing evidence, lessons and recommendations to guide the system in ongoing and future reforms.

Mr. Chair, distinguished delegates, thank you for your kind attention, and I welcome any comments or questions you may have.