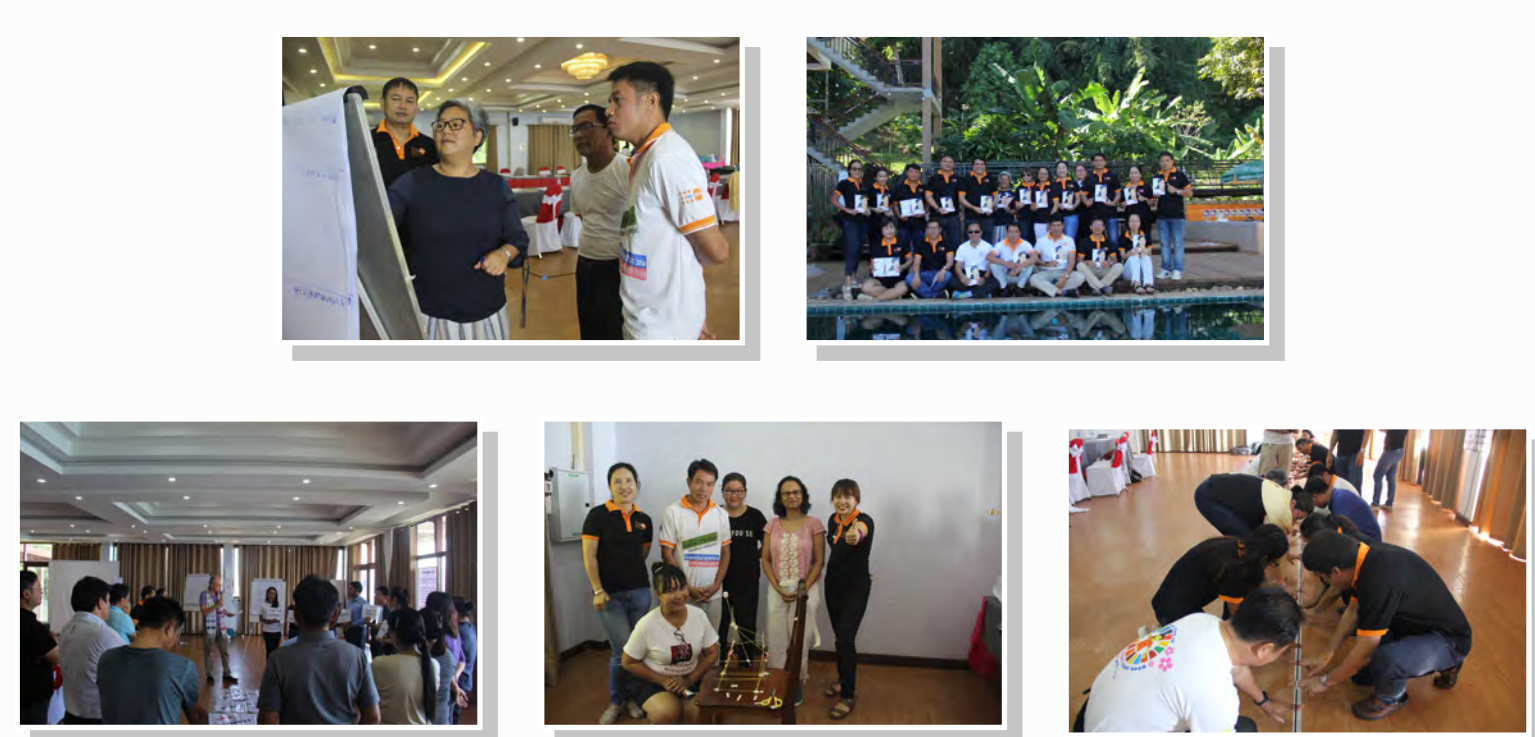


UNFPA Laos joined team coaching initiative:

- Boost team motivation, skills and learning for strengthening teamwork and developing a growth mindset.
- Coaches conducted team assessment and identified three areas for improvement: win-win collaboration, shared leadership and listening.



2018

2019

2020

2021

2022

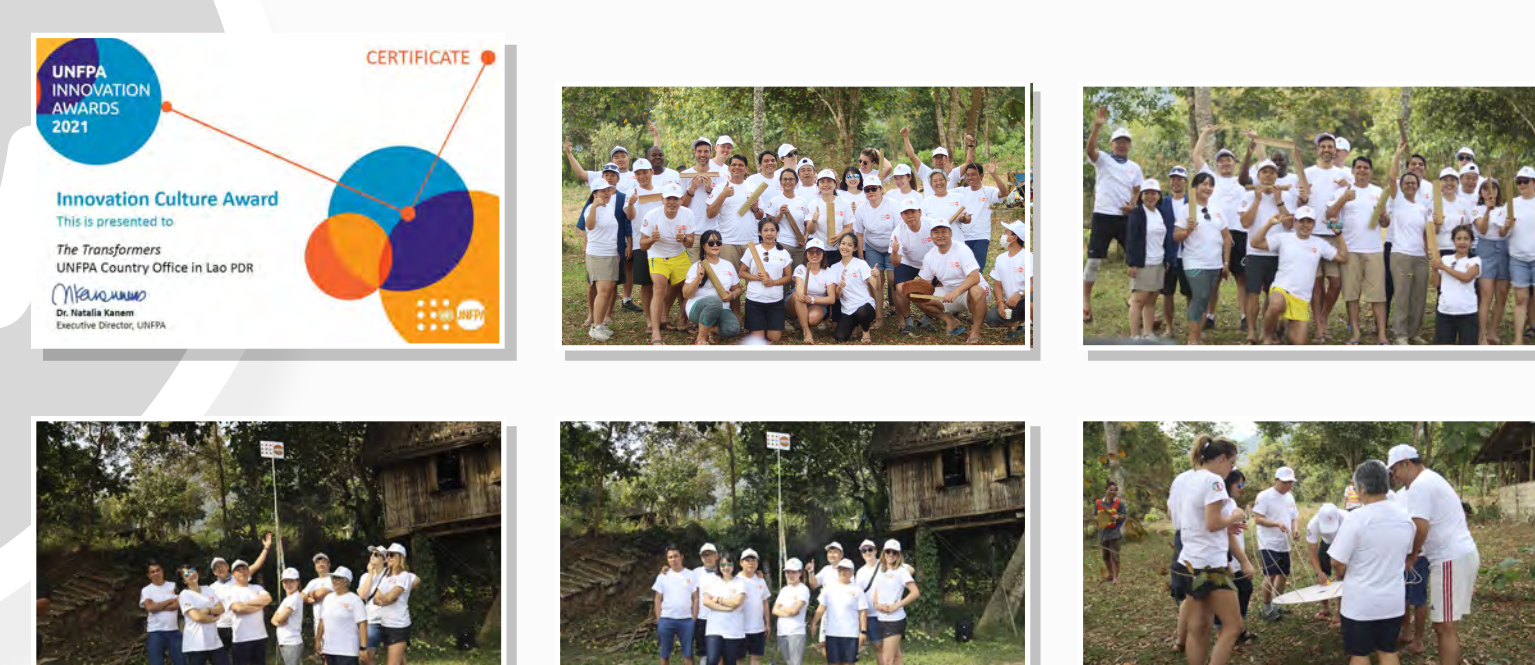
- Leadership team coaching.
- The Lao Transformers created.
- Co-creating Lao UNFPA vision statement
- Helping teams deal with COVID-19 stress and work life balance
- Promote the spirit of change
- Run regular learning to adapt
- Resilience
- Problem solving & Decision making



- Team building and adaptive leadership sessions
- Monday morning stand up meetings
- Helping teams think outside of the box
- Discuss being valued in roles at UNFPA
- Continuing to support teams deal with COVID-19 stress, work life balance



- Team check in a regular feature
- Implement the 'Energy Survey'
- Capacity building of staff on communication, leadership skills
- Wellbeing sessions from the Duty of Care Coordinator
- Transformers won UNFPA innovation award



- Implement flexible working arrangements
- Provide mentoring, individual and team
- Provide professional and personal support to individuals
- Innovation the new normal

- More feedback
- Culture of information sharing
- Team spirit,
- Solidarity in difficult times.



SINCE WE ESTABLISHED THE TRANSFORMERS

- Team work and inter-unit cooperation improved
- Decision making was strengthened and decentralized
- Increased ownership and proactiveness of all staff
- Increased resilience among staff
- Rates of programme implementation, innovations, resource mobilization and leveraging partnerships improved

OUR NEXT STEPS:

- Link creativity and wellbeing (sport, cooking, meditation, teatalks).
- Maintain our dynamic through team vision
- Strengthen our country office team to be more agile, and high performing
- Work on knowledge management.

The transformers have been instrumental in creating a resilient culture in the office. Through our work, we have nurtured an office culture that encourages wellbeing and engages the staff in co-creating a healthy workspace, to deliver strong results.

