



## Compassionate, Bright and Determined Embracing the Present and the Future of the Capacity Building Department



*A Compassionate, Bright and Determined team!*

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**This summer the Capacity Building Department (CBD) decided it was high time to ‘retreat’ out of the Zoomscape and the daily grind to spend a full day focusing on what matters. With all-inclusive coffee, tea, pastries and fun served up in our very own Salon Ramon, we had an enriching time, with one colleague’s synopsis that ‘Overall, everything is good; we just need to do a few things to make it a lot better’.**

Ten out of eleven CBD team members physically gathered on Monday 9 July, after months (years) of distance work. We had just welcomed three new colleagues to the team, so for them, there was no better orientation than this dynamic workshop. Even HR got involved—DHR Lionel Sfar shared his curiosity and support with an encouraging introductory note, and in his own words, ‘We could repeat this with other departments’. But repeat what? What did CBD do on this day?

Based on a team consultation, we wanted to know how amazing and unique we all are, both individually and as a group, and to address specific aspects of our work. To kick this off, we identified the strengths and diversity in the team and determined how they could help us accomplish our goals. This exercise created a new team energy and built a shared understanding of our department in alignment with the Organisation. As a group, we first identified the strong points of each teammate and then compared this with the team member’s own self-evaluation. This not only generated lots of laughs and surprises, but it also created a safe and open environment for understanding our broad range of work styles, personalities, skills, and assets.

After a convivial picnic lunch in Parc Monceau, we resumed the session in the afternoon with another exercise. We rotated around four 'deep-dive' stations: internal communication, creative illustrations of the PVS Pathway, scope of work, and prioritisation strategies. How did we do it?

- We explored the possibilities of frequent and friendly communications to help team members develop a sense of belonging and bolster relationships;
- We were creative and tried to illustrate the PVS Pathway differently, in order to better understand its usefulness, impact, and value. We took a look at the future, adjusting our scope to address new global challenges;
- We explored what prioritisation strategies we use, or could use, to assess the benefit, effect, and urgency of different workstreams in line with organisational goals.



*CBD team discovering our strengths... by being compared to animals. That is how we do it here at WOAHI!*

There was a lot to learn from this retreat, and not least, the value of spending dedicated time together to talk about what we do and why we do it. One of the most important lessons was recognising that we have a strong level of mutual trust and respect, and this is key to any team's success. In the end, one of our new team members highlighted that 'CBD' also means that we are Compassionate, Bright and Determined.

Our thanks go to Sonia Fèvre for designing and facilitating this workshop.



We would like to thank Rahul, Sonia and Xyomara for writing this article for *In-house Times*.

● *In-house Times* - September 2022

