

Enhanced UN Coherence, Effectiveness, and Relevance (CER): Key Messages for Staff

We are here to act. We are here to deliver results. We are agents of change. Our job is to change the UN, and through it the world.
—UN Secretary-General Ban Ki-moon

This document collects standard messages for talking to UNCT members about UN coherence, effectiveness and relevance. It can be dipped into, read in its entirety, or used as a resource for speeches, discussions and presentations. See “Enhanced UN Coherence, Effectiveness and Relevance: Frequently Asked Questions” for more detailed talking points on these issues.

NOTE:

1. This tool/guidance has been developed based on the experiences of the DaO Pilot countries.
2. This guidance note is directed at UNCT/RCO to support them in their communication with stakeholders.

UN staff benefit from working together and delivering more

By working together more effectively and efficiently, we can deliver better support to developing countries. We can have a stronger voice. We can play a more meaningful role. We can make a more valuable contribution. And when the UN system is more valuable, every member of the team is more valuable.

Working together helps us to learn from each other, improve our skills and knowledge, and develop a greater understanding of what the UN system as a whole is doing. A more coherent UN also offers the potential of raising more resources and the possibility of increasing our career options.

Working together helps us do more: Together we can do more and have a bigger impact helping countries develop. We can make a bigger difference. We can do more to promote prosperity and equality, and to help people increase their choices and realize their rights. We're part of a bigger team that has more resources, more capacity and a stronger voice. When we work together and deliver more, our work is more meaningful, and every member of the team is more valuable.

Working together is part of becoming more effective and efficient: Working together coherently creates a much clearer division of labour, allocation of roles and responsibilities, and commitment to common and individual results and accountabilities. Other initiatives to simplify and harmonize our procedures can make our work more effective and pleasant. It will make the UN system a better place to work.

Working together helps us to learn and improve our skills and knowledge: Working together means knowing what our colleagues are doing, and how we all fit into the bigger picture. It makes our work more interesting. It gives us opportunities to learn more, share best practices, develop new skills, and expand our career possibilities. It increases our opportunities to interact with colleagues, develop more relationships and learn about a wider range of topics. By better understanding UN agencies' different mandates, expertise, business models, and comparative advantages, we can make our own work more strategic and effective.

Working together can increase our career options: By increasing our awareness of the whole UN system and building connections between agencies, we can increase our options for career development and mobility.

Working together helps us mobilize resources: The UN should be able to attract more money, mobilize greater capacity and use the resources that it has more effectively under CER.

Working together effectively can improve our performance assessments. In time, our individual performance assessments will include our contribution to changing and working together effectively and efficiently. Being a change champion can improve the rating in your RCA, for example.