

# One CGIAR

an introduction

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28 JULY 2020  
CGIAR staff webinar

# Poll 1 – How well do you feel you understand One CGIAR today?



1. I have no or a very limited understanding of One CGIAR
2. I have a basic understanding of One CGIAR
3. I have a very good understanding of One CGIAR

# Outline



- What is One CGIAR?
- Why do we need One CGIAR?
- What does this mean for us and our partners?
- Next steps and how to get involved
- Questions & answers

# What is One CGIAR?

One CGIAR refers to a future, more unified and integrated CGIAR, as set out in the [recommendations of the System Reference Group \(SRG\)](#) and [endorsed by the CGIAR System Council at its 9th meeting in November 2019](#).

One CGIAR is a dynamic reformulation of CGIAR's partnerships, knowledge, assets, and global presence, aiming for greater integration in the face of the interdependent challenges facing today's world.



*“As Funders and partners, we strongly support One CGIAR and we invite all of you to join us to make it real. We are in this together.”* ([Message by the voting members of the CGIAR System Council to CGIAR staff](#))

# What is One CGIAR?



1. One Mission



2. Unified Governance

3. Institutional integration



3.a. Integrated Operational Structure

3.b. One CGIAR Policies and Services

3.c. One CGIAR at the Country and Regional Level



4. A New Research Modality



5. More, and Pooled, Funding

# Poll 2 – Which of the One CGIAR recommendations are you most interested in?

1. A sharper mission statement and impact focus to 2030
2. Unified governance under a 'One CGIAR Common Board'
3. Institutional integration, including stronger executive management, common policies and services, and an aligned country and regional presence
4. A new research modality
5. More, and pooled, funding

# Why do we need One CGIAR?


*To meet the challenges of the 21<sup>st</sup> century, we need to come together as One CGIAR.*



The 21<sup>st</sup> century challenges in agriculture are **systemic, multifaceted** and more **complex** than those of the 20<sup>th</sup> century...



...and the need for a **food system transformation** has never been more **urgent**. We depend on it to **feed a growing population a healthy diet** while tackling the **global climate crisis** and **protecting biodiversity**.

A large yellow arrow pointing from the left side of the slide towards the right side, indicating a flow of information or a logical consequence.

These challenges can only be solved if CGIAR's excellent staff are brought closer together under **fewer institutional boundaries**, supported by **clearer, unified, and empowered management and governance**.

*“The agreed destination will adapt CGIAR to a changing world, aiming to make it even more relevant, more effective, and more impactful.”* ([Message by the voting members of the CGIAR System Council to CGIAR staff](#))

# What does this mean for us and our partners?



## PEOPLE

One CGIAR will be an opportunity to work for a truly global organization and a leader in agricultural research for development, with greater collaboration across disciplines and regions.

## CENTERS / ALLIANCES



One CGIAR builds on the people, partnerships, knowledge, assets, global presence, and track record of CGIAR's Centers and Alliances. A reconfiguration of these will allow for greater integration, collaboration, and ultimately, impact.



## FARMERS & CONSUMERS

One CGIAR will enable our scientists to do their best work to increase our impact with smallholder farmers and small producers who are bearing the brunt of the climate crisis.

For our partners, One CGIAR will be more accessible and easier to work with both locally and globally, providing a one-stop shop to access all of our global capabilities. We will also better respond to local priorities and engage more with local private sector & value chains.



## PARTNERS

With Funders' strong commitment to these changes, One CGIAR is an opportunity to significantly increase the overall volume of funding and make funding more stable and predictable, allowing us to focus on delivering impactful research.

## FUNDERS





# Next steps and how to get involved



Consultations on draft 2030 Research Strategy (*August—September*)

2030 Research Strategy presented for approval by the System Council (*December*)

AUG

SEP

OCT

NOV

DEC

Decision-making on the inaugural Executive Management Team (EMT) (*31 July*)

Members of reconstituted System Management Board / One CGIAR Common Board appointed to Center/Alliance Boards as minimum 2/3 voting majority (*1 October*)

Executive Management Team proposed, integrated operational structure for One CGIAR (*December*)

We are actively seeking opportunities for staff to get involved and learn more about One CGIAR. Please continue to [submit your questions](#) and we will address these in future communications. In the mean-time, please stay up-to-date:

[LEARN MORE, GET INVOLVED](#)

[ONE CGIAR on CGIAR.org](#)

[NEWSLETTERS](#)

# How will the transition impact my **role**?

## Will there be **job losses**?

*CGIAR's people are recognized as one of our greatest assets. This is not a cost-cutting exercise. The opportunities that emerge as a result will – for the great majority – most likely be known starting in early 2021.*

*“The greatest assets of CGIAR – and a key reason for our support – are its talented people, its partnerships, its global presence, and its record of impact.” ([Message by the voting members of the CGIAR System Council to CGIAR staff](#))*

# Will my current **salary structure** change based on a One CGIAR-wide HR policy?

*A key objective of One CGIAR is to harmonize policies and services across CGIAR, including salary structures. This is essential to allowing us to work together most effectively. One CGIAR wants to continue to attract the best global talent, even as competition increases. The process to shared policies and services will be led by the EMT.*

## Does the transition have **buy-in** and **commitment** from **Funders**?

*CGIAR's largest Funders have unanimously endorsed the One CGIAR recommendations, including doubling our research funding by 2030. We now have an opportunity, together, to leverage all of CGIAR's resource mobilization and communications talent behind this shared ambition, and to support the Funder community in putting forward its best efforts to reach the endorsed targets.*

# How will the transition be **communicated** to partners?

*CGIAR's partnerships are vital to our success and we are committed to maintaining and growing these partnerships through this transition.*

# What will the future **operating model** of One CGIAR look like?

*The future operating model of CGIAR has yet to be defined. Once in place, the EMT will lead the design of this operating model, including consulting with Center leadership, other colleagues and our partners.*

# Which **research** themes will be on-boarded and retired under One CGIAR?

*One CGIAR's mission is underpinned by a focus on five impact areas: nutrition, poverty, gender, climate and environment. The detailed 2030 Research Strategy is still being developed but will be shared along with an initial 3-year investment plan by the end of the year.*

# What will happen to **CRPs** post-2021?

*The CRPs as they exist today will cease at the end of 2021. Exactly how we will transition from the CRPs to the new funding modality is not yet known, but will be described as part of the first three-year investment plan taken – in an initial form – to the System Council in December this year.*



# How have the transition process and timeline accounted for the **disruptive and demanding challenges** caused by **COVID-19**?

*CGIAR has acted quickly to assess and respond to the risks posed by COVID-19, including its implications for the transition. With a top priority to protect our staff and partners, there is strong support to continue the transition to One CGIAR.*

What will the **brand** of One CGIAR look like?  
Will the brand identity of my Center change?

*We will be undergoing a rebranding exercise as part of the transition; how this will impact Center branding is not yet defined but we will know and communicate more on this throughout the transition.*

# **Poll 3 – Which of the following best describes what One CGIAR will help us achieve?**

1. It will create opportunities to work on new research challenges.
2. It will enable us to be more collaborative across the system.
3. It will allow CGIAR to consolidate its position as the leading agricultural research for development institution in the world.
4. It will allow us to be more effective in improving the lives of millions of farmers.
5. It will enable us to apply a systems approach to the complex challenges of the 21st century.

# Thank you

<https://www.cgiar.org/impact/one-cgiar/>