

February 22, 2008

Dear Change Leaders,

Welcome to the CGIAR Change Management Process! I would like to begin by thanking each of you for accepting our invitation to participate in this important change initiative.

I am convinced that the opportunity to be a driver of truly transformational change only comes once in a lifetime. I believe that time for us is now. By revitalizing the CGIAR we have the chance to maximize our impact on so many lives around the world.

My hope and expectation is that a few years from now the CGIAR is a System with a clear vision and priorities focused on addressing the most important development challenges. I picture a System with a transparent and efficient governance system in place where Centers collaborate toward the System agenda, and deliver impact through partnerships with NARs. I picture strengthened and harmonized donor relations that are linked to the System agenda and priorities.

I am committed to this Process and see myself as an integral member of this Change Management Group. I will be your champion, and do whatever it takes to make this process succeed because this is important to me and I take this seriously.

This transformation also requires true commitment from each of you. We have undertaken change efforts in the past but this Change Management Process is different because the leadership is more internally driven than in previous initiatives and therefore, each of you will participate in developing the formal change plan that we will recommend at the end of the year. You will also be the role-models for the culture we are trying to create so we can only succeed if each of you take ownership and lead this work with passion and commitment.

We have an exciting year ahead of us. I look forward to the journey ahead and I thank each of you for your commitment and enthusiasm.

Best regards,

Kathy Sierra