

Summary of ExCo 11 Discussion and Conclusions to the CGIAR on ICRAF EPMR Follow-up¹

ICRAF Board Chair E. Terry informed ExCo that the ICRAF Board has implemented a performance improvement plan as requested by ExCo. An executive coach who works directly with the DG and a management consultant who is focusing on the performance of the senior leadership team are in place, a 360 evaluation of the DG is being implemented and roles and responsibilities of the senior leadership team are being clarified. Internal communications, organizational alignment, improved coordination of resource mobilization and efficiency of support services are being addressed. The Board will discuss progress to date at a meeting on October 27-28, 2006, but has noted that it is too soon to fully assess progress and a complete assessment is expected around February 2007. The CGIAR Director agreed that a report by this date was realistic.

In response to a query on the likely hood that real change is achievable, E. Terry indicated that the expectation was that there would be an improvement.

Conclusion:

- *The ICRAF BOT, in collaboration with the CGIAR Secretariat, will report on their assessment of the progress made by the Director General on the Performance Improvement Plan by February 2007.*

¹ Excerpt from Eleventh Meeting of the CGIAR Executive Council (October 17-18, 2006) Summary Record of Proceedings, October 30, 2006.