



ICAO

TRANSFORMATIONAL
OBJECTIVE

Projects Summaries

All TO projects under each Pillar

Pillar 1 – People & Culture Transformation

T01 – People & Culture

1.1 People Strategy

To develop and launch a new people centric Strategy for ICAO to build on a foundation of new HR and Culture transformation to support key initiatives in terms of People Growth, Organizational Effectiveness, and Employee Experience.

1.2 Cultural Transformation

Develop our collective journey to an enabling and engaging culture that enshrines our Core Values and inspires innovation and excellence. The benefits include:

- A more positive and inclusive ICAO culture that enshrines our core values.
- Inspiring leadership guiding teams that are motivated by innovation and excellence.
- A work environment that enables people growth and strategically aligned high performance.
- A clear Employee Value Proposition (EVP) supporting a strong Employer Brand.

1.3 Leadership Development

Champion the growth and development of the individual, the team, and the Organization. Development will focus on “grooming our leaders” to steer ICAO to new heights, with:

- Better, more self-aware leaders.
- Strong and sustainable leadership pipeline.
- Effective performance management and better performing Teams.
- A more inclusive and respectful culture.

1.4 Talent Mobility

Develop a holistic programme that ensures ICAO is flexible enough to allow various skillsets of talent to thrive and be successful. The benefits of this initiative include:

- Increased opportunities for internal talent.
- Increased People Manager awareness of staff skill sets.
- Improved support and feedback to unlock staff potential.
- Greater staff autonomy, agility, and resilience.
- Better long-term career development.
- Increased employee engagement and retention.

1.5 Competency Framework

Reintroduce and embed the UN set core values, core competencies, and managerial competencies in an enhanced ICAO Competency Framework with a view of developing technical competencies at a later stage, contributing to staff empowerment through higher competency focus.

1.6 Diversity, Equity & Inclusion

Develop a Framework that embraces diversity, equity, and inclusion; broaden the conversation on gender and realize a more inclusive and diverse workplace where everyone is valued, by incorporating outreach programs as part of recruitment to ensure that we get a diversified pool of candidates and delivering a Gender Equality Plan that encompasses the ICAO Young Women Leaders in Aviation Fellowship Programme amongst others.

1.7 Employee Engagement

Build a strong culture of proactive engagement where the wellbeing of staff is prioritized and everyone feels valued, heard, and represented. The objective of this project is to enhance the work-life balance for all ICAO staff through new employee wellbeing initiatives, improved internal communications, and greater collaboration.

1.8 Fit-for-Purpose

Develop an Organizational Development and Strategic Workforce planning solutions ensuring that ICAO can successfully execute its strategy and operate effectively (=Doing the right things) and efficiently (=Doing things right). The expected outputs are:

- Proactive planning, driving better results.
- The right staff with the right skills in the right place at the right time.
- Increased staff and team clarity on roles, relationships, reporting, responsibilities.
- Resource optimization through reduced duplication.

1.9 HR Operational Excellence

The goal is to establish an agile operating model for HR that increases the business focus, drives efficiency, and effectiveness through rationalization of our processes and the Delegation of Authority (DoA). This will enable to foster:

- Faster, more decentralized decision making.
- Increased transparency driving improved policy and process alignment.
- Optimization of HR processes and value-added employee experience.
- Empowered managers and employees.
- Increased opportunity for on-the-job-development through delegated authority process.
- Higher job satisfaction and employee morale.

1.10 People First Kaizens

As the HR Function strives to build its capabilities and provide best in class HR programmes and services as part of Organizational Transformation, this project will monitor, assess, and continuously refine the effectiveness of HR policies, services, and activities.

1.11 Internal Communications Phase 1

Develop and implement an internal communications strategy and action plan to enhance ICAO internal communications and create a sustainable model and framework for the future.

1.12 Internal Communications Phase 2

Address identified internal communications gaps, enhance management and staff accountability for staff engagement, and establish new two-way communications capacities at the enterprise level supporting a 1CAO! organizational culture.

T02 – Principles & Values

2.1 Informal Conflict Resolution

Strengthen ICAO's informal conflict resolution mechanisms through the Ombudsperson office.

2.2 Formal Conflict Resolution

Enhance formal conflict resolution by transitioning from the in-house appeals board to the services of the United Nations Dispute Tribunal (UNDT).

2.3 Ethical Enablement

Development and conduct of training courses to (in collaboration with UNSSC) to provide all staff with the key tenants of the ICAO Ethical Framework.

Pillar 2 – Digital Transformation

T03 – Digitalization

3.1 Human Capital Management

Implementation of the latest digital solutions to improve HR efficiency and service delivery.

3.2 Language Service Management System

This project will establish a more efficient system for organizing, integrating, and managing translation, interpretation, editorial and text processing operations as well as printing, distribution, posting and other associated services across ICAO. The benefits will be:

- Reduced processing time.
- Improved service quality.
- Alignment with UN standards.

3.3 Enterprise Resource Planning & Project Portfolio Management

Implementation of the Enterprise Resource Planning and Project Portfolio Management (ERP/PPM) creating “the backbone” for the enterprise systems at ICAO. This project will be undertaken by joining the UNDP-led Quantum consortium.

3.4 Customer Relationship Management & Event Management System

Develop a 360o view of the profile and driving engagement with ICAO’s Member States, customers, donors, partners, and stakeholders. The benefits will be:

- Eliminate duplications and redundancies.
- Ensuring everyone has access to the most current and updated information in a simple and streamlined way.

3.5 Business Intelligence & Enterprise Data Management

The goal of this project is to transform ICAO into a data-driven organization through the establishment of data governance, creation of unified data views and the implementation of more comprehensive analytical capabilities. The project will establish data governance to enable:

- Unified data views.
- Real-time data insights.
- Supporting informed decision-making.
- Greater data consistency, visibility, and accuracy.

3.6 SARP Document Management System

This project will improve the SARPs lifecycle, by increasing visibility of their development work through digitization and increased business intelligence of the

entire SARP process to better predict how new/updated SARPs will be absorbed by the aviation community. The benefits will include:

- Simplified workflows and accelerate document approval processes.
- Improved overall document accessibility and accuracy.
- Reduced turnaround times and less manual work.

3.7 Enterprise Risk Management Platform

The purpose of this project is to strengthen the documenting and managing of ICAO corporate risks through technology and standardized processes enhancing our risk register and integration with other systems.

3.8 Corporate Performance Monitoring & Reporting

The objective of this project is to design, create and implement a new tool to enable effective strategic planning and monitoring and to support results-based management across the whole Organization, eliminating duplications and reporting inefficiencies. The benefits will be:

- Consistent and accurate reporting.
- Improved transparency and accountability in achieving strategic objectives.
- Reduced manual data entry and report generation, leading to time savings and increased accuracy.

3.9 Service Management

This project will Significantly change how requests are made through a user-friendly service portal. A one-stop-shop whether you are ordering a laptop, request information from HR, or need a name plate for your office. The benefits will include:

- Automated workflows.
- Significantly cut down processing times and improve service quality.
- Increased visibility into the status of your requests.

T04 – Information Security

4.1 Identity & Privileged Access Management

The project serves to ensure that only authorized individuals can access certain information and that they can only perform actions that they are allowed to perform, thus significantly mitigating the risks of unauthorized access and unauthorized data leaks. By implementing this project, we let our team members in ICAO perform their roles without compromising on information security.

4.2 Data Protection

The Data Protection project involves, among others, the implementation of robust encryption protocols and data loss prevention mechanisms to ensure the confidentiality, integrity, and availability of our data. By proactively staying ahead of future issues, we're bolstering our resilience against cyberattacks and unpredictable/hard to avoid future events. This project not only fortifies our data defenses but also reinforces our commitment to maintaining the trust and confidence of our stakeholders that their data are protected.

4.3 Business Continuity

The Business Continuity project is focused on ensuring the organization's ability to withstand and recover from unpredictable disruptions or disasters. It involves the development and implementation of comprehensive business continuity plans (BCPs) and business impact analysis (BIA) that outlines procedures, resources, and strategies for maintaining critical business functions in the aftermath of those events. The goal is to minimize downtime, protect assets, and enable the organization to continue working on essential processes in the face of unexpected events, thereby safeguarding its image, resilience, and long-term success.

4.4 Vulnerability Management

The project serves as a critical component in transforming ICAO's information security posture by proactively identifying, evaluating, and mitigating security weaknesses in the system architecture. The introduction of this systematic approach has the objective of significantly reducing the risk of unauthorized access, data leaks, sabotage, and cybercrime. By staying ahead of evolving cyber threats, we're not just ticking off a compliance checklist; we're also enhancing the integrity of our operations and building trust among our stakeholders.

4.5 Governance, Risks and Compliance

The Governance, Risks, and Compliance project is a comprehensive initiative designed to establish a robust framework for managing, mitigating, and ensuring compliance with information security requirements within ICAO. This project encompasses the development and implementation of an Information Security Management System (ISMS) that aligns with industry standards and regulatory mandates. It involves a rigorous assessment of information security risks, the establishment of robust security measures, and a commitment to ongoing monitoring and auditing across the organization, which should result at it achieving ISO/IEC 27001 certification, a globally recognized standard for information security management.

Pillar 3 – Operational Transformation

T05 – Financial Management

5.1 Cost Recovery

Develop Cost Recovery policy and solutions to implement the policy applying best practices to support internal and external cost recovery mechanisms. The expected benefits will include improved transparency, accuracy of financial results, equitable treatment, financial sustainability, and governance.

5.2 Results Based Budgeting

Enhance the results-based budgeting model to support the implementation of the results-based management in ICAO.

5.3 Budget Sustainability

Explore options to ensure long-term budget sustainability for ICAO.

T06 – Strategic Organizational Reform

6.1 Accountability

This project will develop and implement an ICAO Accountability Framework ensuring that accountability of roles is well established, and responsibilities are aligned accordingly.

6.2 Results Based Management

The objective of this project is to develop, implement and mainstream results-based management in ICAO to transform us into an Organization that measures and works towards results. Benefits of this project include the development of a long-term Strategic Operating Model that better aligns ICAO's mission with its programmes and projects to achieve optimum results.

6.3 Enterprise Risk Management

Enhance and reform all aspects of risk management and internal controls by developing and implementing a framework that ensures the interests and reputation of the Organization and all its personnel are well managed.

6.4 Innovation

This project aims to change ICAO into an innovation-seeking and catalyzing organization, building ICAO and the aviation ecosystem's readiness for the future.

6.5 Gender Equality

The aim of this project is to transform gender equality in ICAO by mainstreaming it across all its programmatic and operational work, supporting the aviation community and leading by example.

6.6 Resource Mobilization

This project will seek to modernize and optimize how ICAO approaches resource mobilization to support the sustainability of many core programmes as well as support Member States raise funds for important implementation support projects.

6.7 Implementation Support Business Model

Design and implement an operating model for implementation support to improve and integrate services delivery and create new value for Member States across their capacity development priorities.

6.8 Partnerships

Transform ICAO's Partnerships approach through the development and implementation of a new policy, strategy, and framework to drive coherence and synergies.