

Embodying transformation

ICAO has been enjoying a busy July and August, with much of the foundational aspects of the Transformational Objective work now up and running. From the launch of the pivotal new People First Strategy, to taking a key step towards a new digital infrastructure for our Enterprise Resource Planning and Project and Programme Management. By re-imagining how we work today and in the future, we are starting to transform our underlying systems and policies that will enable this transformation to an even more effective, agile and collaborative organization.



What's happening

- ICAO has launched its new People First Strategy that guides and underpins both its HR work broadly as well as the programme of projects within the vital People and Culture Transformational Output - realigning the organization around the individual experiences, perspectives, talents and career goals of our workforce.
- ICAO's internal leadership is strengthening the momentum behind the Transformational Objective, as Michele Merkle, Lucy Mbugua and Wei Wen have taken on sponsorship roles within the portfolio of work to help transform ICAO.

ICAO People First Strategy

- After careful consideration and scoping, ICAO has identified the new UNDP-backed Quantum ERP & PPM digital system that will provide the underpinning for much of ICAO's financial, planning and reporting systems, bringing ICAO towards a more integrated and compatible set of common systems and processes shared across the UN family.
- The Office of the Secretary General is delighted to be welcoming Jose Assumpcao Rodrigues de Almeida to the Transformation Team, arriving at the beginning of August, and extremely grateful to ANAC Brazil for enabling his secondment to ICAO Secretariat to support the Transformational Objective implementation.
- In early July, ICAO brought together a dynamic meeting of over 500 world experts and stakeholders from over 150 countries for the Global Aviation Gender Summit in Madrid, to discuss experiences, perspectives and best practices around gender equality and women empowerment in aviation. Read the call to action here:
- A new cycle of long-term strategic planning has commenced for ICAO, incorporating Results-Based Management principles into longer-term and more integrated strategy, strengthening linkages and consistency across Business Planning cycles.
- The ICAO Secretary General, Juan Carlos Salazar, discussed the progress of the Transformational Objective with States at the North America, Central American and Caribbean Directors of Civil Aviation meeting.

**Call To Action
Global Aviation Gender Summit 2023**

- The United Kingdom government has pledged an additional voluntary contribution towards promoting gender equality in aviation through the Transformational Objective.
- The ICAO Secretary General, Juan Carlos Salazar, has written a reflection on the wider meaning for States of ICAO's transformation and its evolving and critical role for the future of aviation globally.
- Following the success of the introductory Roadshows for colleagues across ICAO, a regional-focused phase of the Roadshow discussions has begun with the Eastern and Southern Africa regional office (ESAF).

SG on the Transformation

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