

THE WORLD BANK
Washington, D.C. 20433
U.S.A.

BARBER B. CONABLE
President

May 8, 1987

To All Staff:

We now must begin implementing the new organization structure for the Bank.

The new structure will be implemented by line managers, in accordance with the guidelines in my May 4th announcement and the Report of the Steering Committee on Reorganization. The new Senior Vice Presidents are forming their management teams with the advice of the Senior Vice President, Administration, and his staff, subject to my approval and adequate notification to the EDs where required. The full management team will be selected by June 1. Until then, in view of ongoing loan negotiations and processing, an orderly transfer of line authority is planned. Actual management transfer for Finance and Operations will occur on June 1.

To assist managers in providing a smooth transition to the new organization, I have established an Implementation Monitoring Committee, which I will chair. It will help ensure that the implementation process used by line managers to staff their units is equitable and transparent. In this process, I also will seek the advice of the newly-established Policy Committee relative to any significant organizational recommendations.

Because the work of the Implementation Monitoring Committee will be closely tied to the Phase II effort, membership of this Committee overlaps somewhat that of the Steering Committee. Members of the Implementation Monitoring Committee are Willi Wapenhans, Russell Cheetham, William J. Cosgrove, Edward V. K. Jaycox, Caio Koch-Weser, Eva Meigher, and Christopher J. Redfern (ex officio).

Implementation must be carried out carefully -- and as expeditiously as possible -- to minimize staff uncertainty and disruption to our work programs. I ask for your continued cooperation and support.

Sincerely,

Barber B. Conable