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Note to the Secretary-General, Deputy Secretary-General and Chief of Staff

Reforms

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EXECUTIVE OFFICE OF THE SECRETARY-GENERAL

The Steering Group met in retreat all day yesterday. We outlined the steps necessary to be taken to implement reforms in three of the four issues areas.

The topics on which we need further decisions, at this point, are:

- Leadership of the entire project
- Leadership of the "senior team organization" working group

In addition, we recommend that the various reform items that are in the pipeline are all included in this reform process, which means the substance is reviewed to ensure consistency and effective inter-relationships and the announcements are coordinated and made in the context of the total reform package.

*Catherine Bertini*

Catherine Bertini  
22 March 2005

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NRB - To discuss with DSG/MMB

cc: DSG  
MMB  
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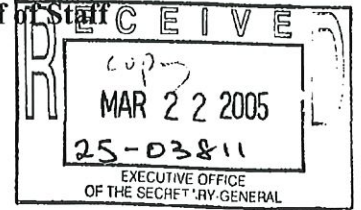
EXECUTIVE OFFICE OF THE SECRETARY-GENERAL

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Note to the Secretary-General, Deputy Secretary-General and Chief of Staff



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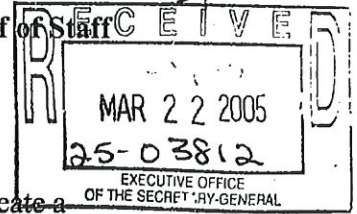
A handwritten signature in cursive script that reads "Catherine Bertini".

Catherine Bertini  
22 March 2005

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MMB  
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Note to the Secretary-General, Deputy Secretary-General and Chief of Staff



Cabinet Proposal

Today the Secretary-General included in his proposal his intent to create a "cabinet-style decision making mechanism".

I understand there is some discussion about having a more detailed announcement later this week.

A cabinet style system is highly desirable. However, I respectfully suggest that more work go into the proposal before an announcement is made. I am concerned that an early and partial announcement may undermine other objectives involving senior management reform. It is important to incorporate this idea into the broader scope of senior management reforms envisioned, and to think through the implications for the senior management roles and responsibilities and decision making.

If for some reason, this recommendation cannot be accommodated, I recommend that the proposal be amended to create a small cabinet composed of the senior department heads and executive committee chairs. If necessary, there could be sub-committees for issues that arise, but the focus should be on the creation of the cabinet and not the sub-committees.

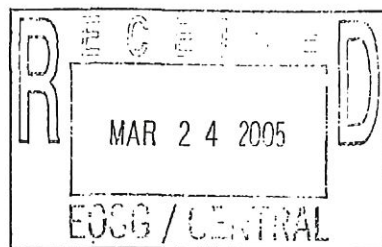
Members would be:

- Chair - Secretary-General
- Vice-Chairman - Deputy Secretary-General
- Members: Chief of Staff, USGs for DPA, DPKO, DESA, DM, DCM, OCHA, OLA, DPI, UNDP (as UNDG Chair)

This cabinet would meet weekly. For the present, SMG would meet every other week and as necessary.

*Catherine Bertini*

Catherine Bertini  
22 March 2005



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