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THE WORLD BANK

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Champagne Reception: EDP Graduates
(JDW to Host & Deliver Remarks)

Tuesday, December 9, 1997
5:30 - 6:30 p.m.
MC 12th Floor Atrium

DECLASSIFIED
WBG Archives



R2002-036 Other #: 45 Box #: 186495B
President Wolfensohn - Briefings Books for Presidents Meetings - Social Events -
Champagne Reception - Executive Development Program [EDP] Graduates -



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Archive Management for the President's Office

Document Log

Reference # : Archive-01835

1835

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A. CLASSIFICATION

☒ Meeting Material
☐ Trips
☐ Speeches

☐ Annual Meetings
☐ Corporate Management
☐ Communications with Staff

☐ Phone Logs
☐ Calendar
☐ Press Clippings/Photos

☐ JDW Transcripts
☒ Social Events
☐ Other

B. SUBJECT: CHAMPAGNE RECEPTION: EDP GRADUATES // JDW TO HOST AND DELIVER REMARKS // (B) (N) // VENUE: MC 12TH FLOOR ATRIUM (FORMER E12) // TO ACCOMPANY: T. HUSAIN <AND USE A FEW MINUTES TO BRIEF JDW> // CONTACT: TARIQ HUSAIN @ 33907 // NOTES: T. HUSAIN'S OFFICE TO HANDLE ALL ARRANGEMENTS // (B) SPEAKING POINTS - CAROLINE ANSTEY // (B) T. HUSAIN // DUE: WED. DEC. 3 // EXC: CA //

ALI (11/17)

Brief includes:

- Note to JDW from CA
- Table of Contents
- Talking Points, e-mail from Tariq Husain to MM & CA, Dec.3
- List of Participants in the Program
- E-mail to JDW from Tariq Husain: The Effect of the Poverty Week, Nov. 20
- List of Participants in the Program per Department, Cohort 1
- List of Participants in the Program per Department, Cohort 2

DATE: 12/09/97

C. VPU

Corporate

☒ CTR
☒ EXT
☒ LEG
☒ MPS
☒ OED
☒ SEC/Board
☒ TRE

Regional

☒ AFR
☒ EAP
☒ ECA
☒ LAC
☒ MNA
☒ SAS

Central

☒ CFS
☒ DEC
☒ ESD
☒ FPD
☒ FPR
☒ HRD

Affiliates

☒ GEF
☒ ICSID
☒ IFC
☐ Inspection Panel
☐ Kennedy Center
☒ MIGA

D. EXTERNAL PARTNER

☐ IMF
☐ UN
☐ MDB/Other IO
☐ NGO
☒ Private Sector

☐ Part I
☐ Part II
☐ Other

E. COMMENTS:

File Location ☒ EXC ☐ IISC ☒ Archives	Cleared By Caroline Anstey	Date: 12/11/97
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JDW meeting with EDP Graduates

JDW:

Since Senior Managers (those not presently at Harvard) have been invited to this event you may want to use it to hammer home the vital importance of the "Poverty Week." Although the participation rate is accelerating, to date, for example, none of the participants from ECA, EAP or LAC (total = 36) have yet participated. IFC has the best record with 16 out of 23 expected to complete by Feb 1998.

As you said in October's Townhall - the decision to go or not to go is not at the discretion of participants or VPs, this is probably the only **Presidential Directive** you will ever issue.

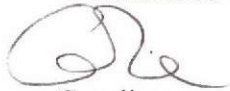
Tariq would like you to emphasize that you want all of Cohorts 1 and 2 to complete their poverty week by next August.

The target completion dates for Cohorts 3 and 4 should be December 1998.

Given that we are now focusing on implementation, you may want to emphasize that the success of this program will lie in whether or not those who have undergone the course can now act as agents for change, and put into practice what they have learnt.

This is also true for Poverty Week - this isn't just development tourism. Key to the success of the program lies in how we leverage the experience. (There is also the continued personal involvement of some staff - see Tariq's note about Hans Gruss).

I have told Tariq that you will use the next VPs meeting as an opportunity to reiterate the "Presidential Directive" aspect of Poverty Week.



Caroline

You will make your remarks and then present pins to the graduates. You will also pose for a group photo.

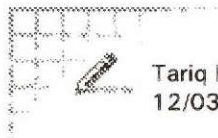
Briefing for Mr. Wolfensohn

December 9, 1997 Reception

Contents

Note to Marisela and Caroline on December 9 Meeting of JDW with EDP Graduates -- Briefing Notes

Executive Development Program Poverty Module Graduates	Tab 1
A Letter for Mr. Wolfensohn -- The Effect of the Poverty Week on some of us	Tab 2
Cohort 1 Participants by Region	Tab 3
Cohort 2 Participants by Region	Tab 4



Tariq Husain
12/03/97 07:14 PM

Extn: 33907 HRSLL
Subject: DECEMBER 9 meeting of JDW with EDP Graduates--Briefing notes.

Marisela/Caroline

I. Participation

We expect about sixteen of the twenty six graduates to come;

The remaining ten are travelling.

Non graduating invitees are expected to be ten to twenty-but, hard to predict.

II. Briefing information

I am having four binders sent to you under separate cover which include:

1. the names , gender, cohort, institutional location of the twenty six EDP graduates who have completed the SEVEN weeks Program.
2. Names and institutional locations of the 162 (52 plus 110) participants in cohorts 1 and 2. and
3. RVP/CVP specific distribution of participants who have completed the seven weeks and those who are planning to complete by end february 1998.

The latter category includes an additional thirty five staff members who are planning to go to Bangladesh, Brazil, India, Uganda, Kenya, Gambia, Peru, Vietnam, Azerbaijan, Tajikistan, Phillippines.

We are working with several NGOs to develop other options for village visits in latin America.

III. Two Points to highlight for Jim

1. Cohort 1 completed in march and cohort 2 in june---so, having 26 participants complete the Poverty week by december is good performance.

The more important point is that the participating rate is accelerating-- thirty five more scheduled for the next three months. And an additional seven in march 1998.

Since most of these visits are combined with official travel (to minimize costs of travel) we expect a continuing improvement in the participation rate during next year.

2. As an organizational Unit IFC is the best performer in terms of completing the seven week program--16 out of their 23 participants expect to complete it by february 1998.

Among Regions South asia and africa would reach the 50 % completion rate by february 1998.

The other regions and Units are not reaching these levels--and unit specific information is in the binder

IV. POSSIBLE messages from Jim

Jim may like to say that he expects ALL cohort 1 and 2 participants to complete their poverty week by AUGUST 1998.

The additional two months of summer would provide time during a low work volume period of the year to visit a village.

Cohort 3 and 4 participants would also be able to use that time --and the considerably greater number of global contacts we would have developed and utilized over the next few months.

The target completion date for them could be DECEMBER 1998--since these cohorts will graduate in january and june 1998 respectively.

Jim may like to compliment IFC for its BEST performance and remind the other VPUs to try to reach that level faster. This message is important for further accelerating the participation rate.

Jim may like to focus on the critical importance of "sustaining " the transformational impact by " taking personal responsibility for a kid or a family or a village ". To drive the point home he may like to refer to staff who have taken personal responsibility.

You may like to give him a copy of the letter I sent to him about Hans Gruss---I am including a copy in the binder for ease of access.

The point he made to me--and which affected me deeply--is that unless this experience with poverty is kept alive through actions--it will be no more than 'development tourism (which is fine --but, not the intent of this program).

So, he expects the continuing effect of this transformational experience to spill over in our behavior and diagnoses of development priorities.

Since , he would be giving personal messages while mixing with the participants--a formal speech should probably not include more than one or two KEY messages.

The participants are looking forward to this event.

Tariq

To: Caroline D. Anstey
Marisela Montoliu Munoz
cc: Dorothy H. Berry
Frederick Edwin Nunes
David A. Howarth

Executive Development Program Poverty Module Graduates

Name	Region	Title	Gender	Cohort
Africa				
Jones-Carroll, Charlotte	AFTCA	Regional Technical Manager	F	Cohort 2
Plessis-Fraissard, Maryvonne	AFTT2	Sector Manager, Transport	F	Cohort 1
Zulfiqar, Arif	AFC03	Technical Specialist	M	Cohort 2
DEC				
Bruns, Barbara	EDIHR	Division Chief	F	Cohort 1
Feder, Gershon	DECRG	Research Manager	M	Cohort 1
Pohl, Gerhard	ECSPF	Sector Leader	M	Cohort 1
ESSD				
Annez, Patricia Clarke	PA9ES	Division Chief	F	Cohort 1
EXT				
Weaving, Rachel V.	EXTIC	Chief	F	Cohort 1
FRM				
Donovan, Paula	FRMDR	Director	F	Cohort 1
GSD				
van den Berg, Jacobus A.	GSDPC	Division Chief	M	Cohort 1
IFC				
Barth, R. Michael	CMD	Director	M	Cohort 1
Cheah, Teng-Hong	CPLFP	Manager	M	Cohort 2
Goss, Christopher	CE1DR	Principal Investment Officer	M	Cohort 2
Kelada Antoun, Mansour	CMENM	Resident Rep.	M	Cohort 2
Saadat, Yasmin R.	CMEDR	Sr Financial Off.	F	Cohort 2
Shah, Mamta H.	CTFTO	Principal Investment Officer	F	Cohort 2
Shanberge, Jacqueline	CPW	Sr Invest. Officer	F	Cohort 2
Talvadkar, Vivek V.	CPW	Director	M	Cohort 1
Varma, Somit	CPW	Sr Invest. Officer	M	Cohort 2
Wagle, Udayan	CAFG1	Manager	M	Cohort 1
ISG				
Fonseca, Ana Flavia	ISGDS	Sr Info. Officer	F	Cohort 1
Legal				
Gruss, Hans Jurgen	LEGMN	Chief Counsel	M	Cohort 1
Webb, Douglas Alan	LEGPS	Legal Adviser, Private Sect. Dev. & Legal Reform	M	Cohort 1
MENA				
Likar, Linda J.	MNCMG	Principal Country Economist	F	Cohort 1
SAS				
Hasan, Abid	SACPK	Principal Operations Off.	M	Cohort 2
Humplick, Frannie F.	SASIN	Sector Manager, Infrastructure	F	Cohort 2

**Participants Who Have Completed or are Scheduled to Complete
the Seven Weeks Program**

Region	Participants 1 & 2	Completed Week 7	Scheduled Week 7
AFR	14	3	4
EAP	14	0	3
ECA	11	0	1
LAC	12	0	1
MENA	9	1	0
SAS	10	2	3
IFC	23	10	6
CTRP	6	0	0
DEC	4	3	1
ESD	8	1	3
EXC	2	0	1
EXT	3	1	4
FPD	2	0	0
FRM	1	1	0
GEF	1	0	1
GSD	3	1	0
HDD	3	0	0
HRS	6	0	1
ICD	2	0	0
ISG	3	1	0
LEG	5	2	1
MIGA	3	0	1
OED	4	0	0
PBD	2	0	1
RMC	3	0	0
SEC	3	0	0
STAFF ASSN	2	0	2
TRE	5	0	1
Total	162	26	35

POVERTY WEEK PROJECTS

Status for the next few months:

	No.	Country
December 1997:	2	Bangladesh
January 1998:	10	Brazil
	1	India
	10	Uganda, Kenya, The Gambia (awaiting confirmation from(ActionAid)
February	1	Peru
	11	Vietnam (exploring various NGOs)
March	2	Azerbaijan, Tajikistan
	7	Philippines (to be confirmed with NGO)

Tariq Husain
11/20/97 01:09 PM

Extn: 33907

HRSLL

Subject: A letter for JIM- The effect of the poverty week on some of us.

Dear jim

I am writing to you to share an experience which Hans Gruss had during a visit to a poor village in West bank. Hans may write about it himself--or he may not. But, he gave me permission to share it with you.

You may recall our conversation after the meeting with callisto and Amoako--you asked me whether the staff returning from a village in the week are truly experiencing transformational events. My answer to you was that they are experiencing it deeply and the effect is 'transforming' them into relatively more caring individuals"---BUT, the EFFECT CAN WEAR OFF,UNLESS IT IS REINFORCED.

You said --Yes. And what they should do is to remain involved with the family or the village and continue to help as best as they can. You said that you do it all the time--BUT, DO NOT want to publicly talk about it. You said they should collect personal resources ,ask their kids to sell tickets, use other means to help as best as we can-- That was a moving statement.It touched me deeply---

My wife does it all the time for orphans and her commitment is absolute.So, I do observe its transformational effects. And ,it does help a few in a small way .

Your staement was on my mind when Hans Gruss told me about his experience in West bank--and he had tears and commitment in his eyes.Since it fitted completely with the sentiments that you had expressed I thought of sharing it with you.

Hans went to many villages in the West Bank and saw absolute poverty--but , he also saw courage , nobility,beauty, pride, and a sense of hope .And ,inspite of their poverty, they shared their very limited material possessions with each other and with guests. They had many children--those beautiful, innocent faces--with smiles and curiosity. What was the future of these children without education? Will those faces wither as they learned about the hopelessness of their future,the bleakness in thier lives. Was it fair? was it just?What could be done/

These are cosmic questions and human kind have toiled with it for a long time without much success. So often we pass by and leave them unanswered--because the task is too big for an individual or even an organization.

But, Hans thought that if he were to make his little contribution and many like him did the same--maybe a part of the burden will be lifted.For some

there may be more hope ,greater promise in a future which they yet not seen.

These were the thoughts in his mind when he visited a school where they had STOPPED GIVING BREAKFAST to the kids because the project providing the resources had ended or run out of resources. The breakfast was a major source of nutrition for most of these kids--it may have been for some the difference between stunted mental capability and the full potential of their genes.

He asked what the annual cost would be-- \$ 400, he was told.

That is less than the money most of us spend on cappuchino in a year ---and just imagine the difference, he thought, in "value" if a cappuchino were not taken in washington but many children were fed nutritive breakfast.

It was not even a tradeoff--because, the cappuchino could still be taken while donating the \$400 to this humanitarian cause. He could do it. He was going to do it. He is doing it.

That is one event--there are many similar which are occurring when our colleagues visit the 'absolute poor' and have their hearts "touched" to the core. that is what transforms them. So, they do what will keep them connected--because they are touched deeply.

I wanted to share this with you for three reasons:

1. It was responsive to what you expected to happen as a result of the "experience with the poor";
2. It is a unique experiment by a world level organization--which would not have happened without YOU.;and
3. Hans may choose not to write to you about this deep effect on him.-- for the same reason that you do not talk about what you do in similar situations.

I would like to say--THANK YOU --in the same way that Maryvonne (on behalf of Cohort 1) said it to you on march 14 in Landsdowne. I recall how the expression of support from the cohort had made you feel "less lonely". That was a day after the March 13 meeting with the Board on the Strategic Compact and the day when you had met Mr Rubin of the US Treasury. You were depressed when you had walked in. You left in good spirits because you did not feel alone .

So, my personal THANK YOU is that deep.

BUT ,let me also say--that as I observe the effects of the EDP, Poverty WEEK, Sector WEEKS, other educational programs (all primarily emanating from your vision of a capable but caring bank) on my colleagues--I am convinced that what will truly transform the Bank is not the six weeks of EDP and the other educational events or the changing decision processes in the Bank--BUT--THIS WEEK of SHARING a WEEK with the absolutely poor. These other actions and activities are contributing to increasing Capabilities but, the effectiveness with which these capabilities will be used will vastly increase because of the "caring that the above one week experience with the poor" is doing to us.

Some day, when the Bank does become a Truly caring institution and becomes more relevant to the needs of its principal constituency the action which, in my view , would have contributed the most would be the poverty week.

Those who will thus get helped will not know who to thank. Perhaps, it is not important that they know.

But, let me express my personal gratitude to you for both the privilege of working for you but also on behalf of those who may not know who to thank.

As Marisela must have mentioned--on december 9 you will be giving graduation pins to those who have completed their SEVEN WEEKS--and who are in town.

Your message to them and to others present would go a long way to accelerate the rate at which EDP graduates have experienced this transforming event.

With best regards
Tariq

To: Tariq Husain

Executive Development Program Cohort 1

AFRICA

Peter Watson
Jeffery Racki
Maryvonne Plessis-Fraussad
Yasupha Crookes
Max Pulgar Vidal

CTRVP

Sithamparam Sengamalay
Charles McDonough

DEC

Barbara Bruns
Christine Allison

East Asia & Pacific

Jayasankar Shivakumar
Joseph Goldberg
Gershon Feder

ESD

John Briscoe
Patricia Annez
Michael Cohen
Gloria Davis

ECA

Kenneth Lay
Basil Kavalsky

EXT

Abdallah El Maaroufi

GSD

Jacobus Van Den Berg

FRM

Paula Donovan

HDD

Nicholas Burnett
Aubrey Williams

HRS

Eva Lystad
Jean Bradier

IFC

Michael Barth
Vivek Talvadkar
Udayan Wagle
Sulyporn Kulsrethsiri
Ann Rennie
Yutaka Suzuki
Michael Essex
Mary Ellen Iskanderian

ISG

Ana Flavia Fonseca

LEGAL

Hans Jurgen Gruss
Douglas Webb

LAC

Gobind Nankani
Aysegul Akin-Karasapan

MENA

Linda Likar
Gerhard Pohl
Salah Darghouth

MIGA

Esther Lao

OED

Rachel Weaving
Alain Barbu

SEC

Yong Li
Franco Passacantando

South Asia

Ridwan Ali
Maritta Koch-Weser
Robert Drysdale

Staff Association

Fred Wright

TRE

John Herlihy
Deborah Knight

Executive Development Program Cohort 2

AFRICA

Birger Fredricksen
Ruth Kagia
Ok Panneborg
Fauzia Najm
Helena Ribe
Chantal Dejou
Ohene Nyanin
Arif Zulfiqar
Makha Ndao

CTRPV

Fayezul Choudhury
Nancy Hwang
Padinjarethil John
Godfrey Tumusiime

DEC

L. Alan Winters
Danny Leipziger

East Asia& Pacific

Javad Khalilzadeh-Shirazi
Nisha Agrawal
Brigitte Duces
Jeffrey Gutman
Nicholas Hope
Richard Scurfield
Anupam Khanna
Frida Johansen
Harinder Kohli
James Socknat
Yogana Prasta

ESD

Uma Lele
Ken Newcombe
John Flora
Deepa Narayan

ECA

Michele de Nevers
Judy O'Connor
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GSD

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Mamta Shah
Jacqueline Shanberge
Somit Varma
Mansour Kelada Antoun

ISG

Ben Hu
Patty Hamsher

ICD

Rahul Raturi
Barbara Oppen

LAC

Isabelle Girardot-Berg
Gisu Mohadjer
Julian Schweitzer
Ana Arriagada
Cecile Ramsay
Carl Dahlman
Homi Kharas
Connie Bernard
Susan Goldmark
Paul Isenman

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Natalie Lichtenstein
Jose Collell
Ian Newport

MENA

Christian Delvoie
Mae Chu Chang
M. Fernandez-Pulacios
Emmanuel Forestier
John Hayward
Alastair McKechnie

MIGA

Phil Karp
Stine Andresen

OED

Anwar Shah
Andres Liebenthal

RMC

Nina Shapiro
Victoria Elliot
Rolondo Arrivillagra

SEC

Thelma Guerra

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Abid Hasan
Richard Skolnik
Shawki Barghouti
Shekhar Shah
Nancy Zhao
Frannie Humplick
Joe Wood

Staff Association

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Peter Nicholls
Martin Kimmig