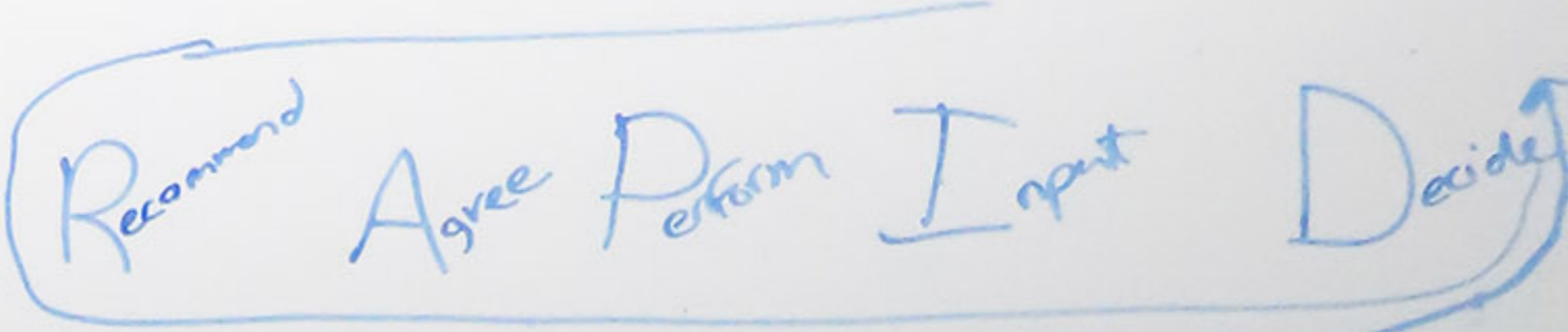


decisions made at lowest possible level

right amt of time spent on efficient meetings

Decisions



What's missing?

* empowerment
KComms (Ann PMU)
MS Teams

Shift/Pivot in Targets

Strategy shifts

Budget allocations (not size)

Budget size

Related to contracts e.g. Graymatters vs new contract

Hiring

Reporting up (monthly, clear reports etc.)

Escalate issues to Steer Co. Road Blocks

Roadblocks > Big ones

Team meeting -> time, context, etc.

	BFF Strategy	India MD	SteerCo	Proj. Dir.	Field Ops	PRANA core team	Sub groups	Rajeev	Fin.	IR
		A	D	R	IP	IP	IP			
		A	D	R	IP	IP	IP	A		
				D	I	RI	I	A	AIP	
	D	I	RI	I				A	AP	
			I	D	IP	IP	IRP	A	A	
				D	R	I	I	A	A	AP
				D	I	I	RP			
		I		D	R	I	I			
		I	D	R	I	P	I	I	I	I
				D	R	IP	IP			

Teams & Mtgs

- SteerCo
- Leadership clinic
- PRANA team
- Sub-teams (TAC)
 - Comms
 - Science
 - MEI
 - Pol/Govt
 - Behav. Change/Inst. shift
- PMU - stays
- India leads
- operations

Team	Mtg Frequency	Team Composition
SteerCo	Bi-monthly	HD, KK, AV, GK, GS, PS, CS, SB,
Leadership clinic	Monthly	Kabhi, Shub, Michael, Anupama, Gurin, Guprest
PRANA team	weekly	local + Supt + Edgr
Sub-teams (TAC)		
Comms		Fatch, Anu Corie
Science		Rajveer, Susmita
MEI		Heena, Priya?
Pol/Govt		Bl. person, Priya?
Behav. Change/Inst. shift		Guprest
PMU - stays		local, partners, Edgr + Supt
India leads		Anupama, Gurin, Susmita, Rabin
operations	monthly	Gurin, Chahli, Himanshu, Rajeev, Guprest, Hani,

Notes: decision - mtgs - incl partner or not frequency

others lead, HR, etc ad hoc # how dec. re? -> consensus if possible sponsor otherwise

Gurin attends ad hoc Parthiv attends ad hoc add'l global support ad hoc

need committed global number

to cancel

- CMT
- "Core team"

Review
Roles +
Responsibilities

- Support for Gurpreet?
(Leader-FOO?)
- HR Support

Key
lynchpin
role →
will be ongoing

Right amt
of time
spent on
efficient
meetings

decisions
made at
lowest possible
level

Decisions

Re

WLA
Ex.
How much can
I field officer
do?

Flexible +
Fluent + Efficient
Recruitment

→ how do we
address the challenge
of poor candidate
pools

PROMOTE
CAMPUS
HIRING

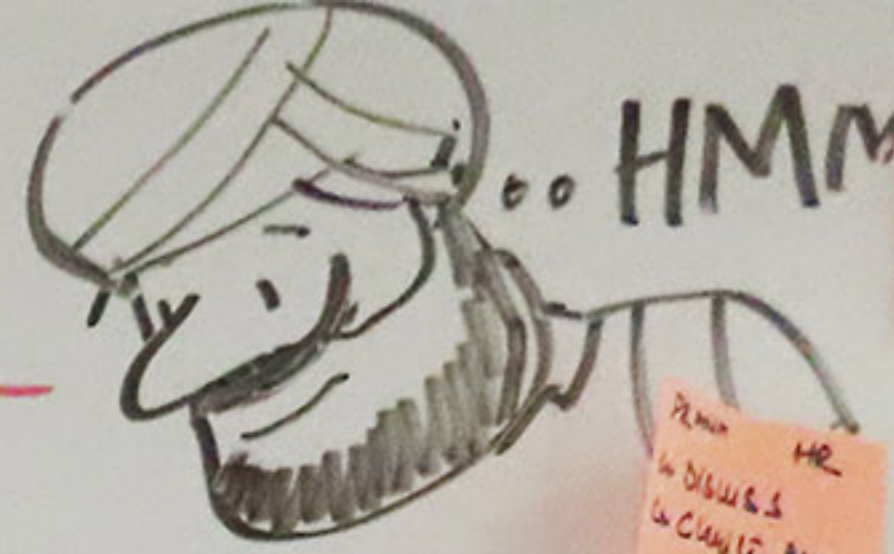
How to
Recruit, Hire
Training

Command

Agree Perform Insp

TEAM:

PEOPLE



Capacity Planning

Plan HR
to build
to clarify on
priority
to capacity in
both teams
to pain points
to work as BP

WHY

Clear HR
Roles & Responsibilities
HRBP, HRMgr +
HRMgr + HR team
(India)

MANPOWER
PLANNING
↳ post...
2025

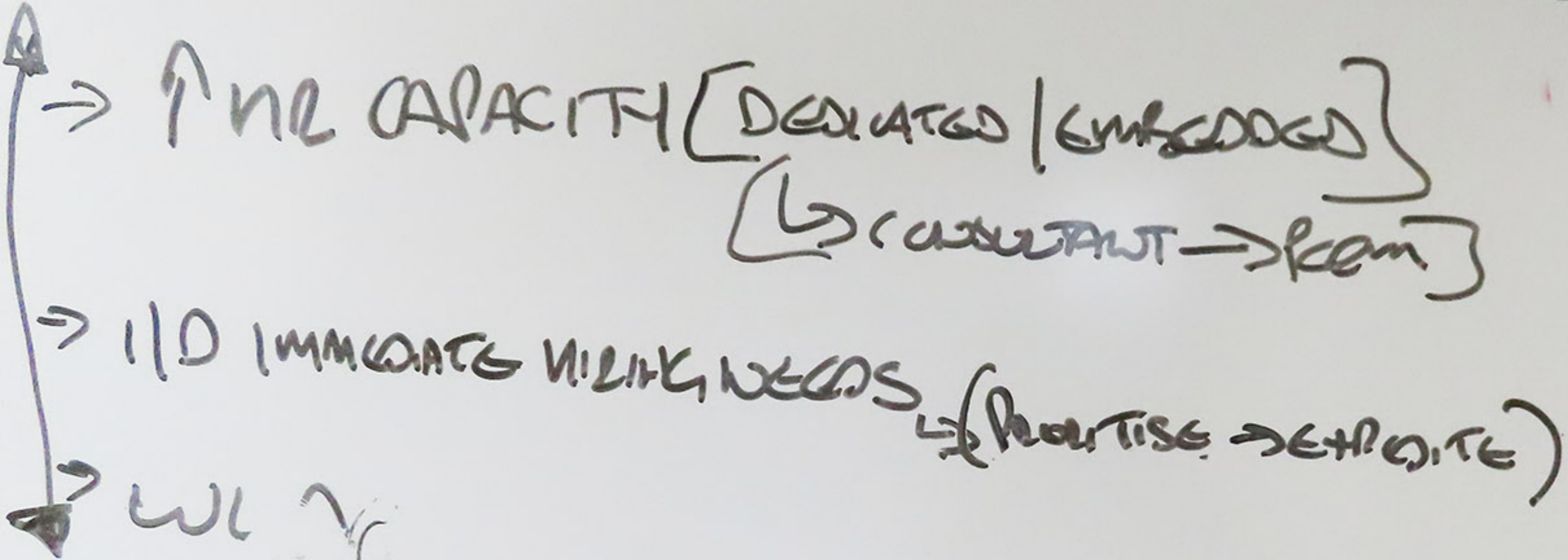
Written on
Spreadsheet/
Document

Scoping of Roles
Brainstorming
- why needed
- In replication from
- Finalize J.D.

CONSULTANTS
+
OUTSOURCE
STAFF

GAPS WE KNOW
- Behavior change
- GIS
- ~~work~~ policy / partnerships
- Comms → writer
- CO2 credit expert
- FOO X how many?

RETENSION
TOOL



how long

8 positions to fill immediately →

- ① prioritized staff plan
- ② recruit plan
- ③ retention plan