

## Improvement Analysis Educo October 2017

### Global Talent Management (LA12)

The Panel notes that the percentage of Educo staff undergoing formal review processes increased in 2016, to 50%. Are there plans to further improve in this area and how?

A new human resources management system was introduced in Educo's Asian Country Offices, and the system is planned to be implemented in all offices by 2018. The Panel would still be interested in initial outcomes and results from the pilot initiative.

The question from last year's feedback letter also remains: does Educo include a human-rights based approach in its reviews? Are questions about participation, empowerment and inclusion integrated into Educo's performance appraisals?

The Panel commends the integration of the Development Room online learning platform into Educo's professional development initiatives, and would be interested in knowing how broadly it has been used and whether positive outcomes have been seen.