



USAID
FROM THE AMERICAN PEOPLE



Transforming Our Workforce

*Working anytime, anywhere, under
any conditions*

*I want to channel the passion and the
sense of service that strengthen our core
capabilities.*

- USAID ADMINISTRATOR MARK GREEN

Through **Transformation**, USAID will position our **structure, workforce, programs** and **processes** to effectively advance national security and support host country partners on their **journey to self-reliance**.



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Through a series of employee-led and interconnected reforms, **USAID will transform its WORKFORCE**

- USAID will cultivate and effectively support a more **agile** and **mobile workforce** with the ability to work anywhere, anytime, under any conditions.
- USAID will **modernize its performance management system** to allow for greater accountability, continuous engagement, and career development.
- USAID's new **Leadership Philosophy** will enable leadership at all levels to foster a **culture of respect, learning and accountability.**
- USAID will **optimize the talent of our Foreign Service National employees** by advancing and leveraging their unique and valued skills.
- USAID will implement a **Knowledge Management Framework** to enable employees across the agency to more **easily find, share, and use relevant knowledge.**