

May 2024

# UNV Post- assignment Report

Ho Yi Tung

# Duties performed:

At UN Women, I have actively contributed to the HR team's engagement initiatives, demonstrating a strong commitment to fostering a positive work environment. One of my notable achievements was designing a comprehensive online onboarding program for new hires in collaboration with UNDP. I developed an engaging and informative package using online resources by leveraging my experiences, existing resources, and effective communication with colleagues.

Additionally, I successfully coordinated various engagement events, including informal lunches that promoted cross-understanding between young professionals, support staff, and senior management. I also organized a brown bag session to encourage my colleagues to interact and share their ideas. Moreover, I was key in organizing a four-day induction program for new hires, ensuring a smooth transition into the organization.

Furthermore, I actively participated in a learning needs analysis project by facilitating focus group meetings with external consultants. This allowed us to gather valuable insights and identify areas for improvement, leading to the development of targeted learning initiatives.

Throughout my six-month tenure, I have consistently supported the HR team's engagement efforts and gained a deep understanding of the UN system from an HR perspective. The exposure to experts and insightful conversations has broadened my global perspectives and helped shape my career goals. I am confident that my contributions have positively impacted the organization's employee engagement and have enabled me to grow both professionally and personally.

# Learning experiences:

Throughout this project, I had the opportunity to acquire and develop a diverse range of skills and experiences. Firstly, I honed my abilities in instructional design, online resource utilization, and effective communication. This involved creating training materials that were both engaging and informative, while also collaborating with colleagues from different organizations to leverage their expertise and perspectives.

Additionally, I gained valuable experience in event planning and facilitation through organizing informal lunches and a brown bag session. These activities provided me with the opportunity to develop skills in coordinating and executing events, while also fostering cross-understanding among professionals of different levels. As a result, I was able to contribute to a positive work environment and promote effective communication within the organization.

Furthermore, this project allowed me to develop skills in project management and coordination. I acquired knowledge and experience in ensuring a smooth transition for new hires and facilitating their integration into the organization. This involved overseeing various aspects of onboarding and providing support to newcomers as they familiarized themselves with their roles.

Moreover, by facilitating focus group meetings with external consultants, I gained valuable insights into gathering feedback and identifying areas for improvement. This experience significantly enhanced my skills in conducting research and analysis for targeted learning initiatives. Through these meetings, I was able to leverage the expertise of external consultants to drive positive changes and improvements within the organization.

Throughout my tenure, I had the privilege of interacting with experts and engaging in insightful conversations. These interactions broadened my understanding of the UN system from an HR perspective and provided me with valuable global insights. By engaging with professionals in the field, I expanded my knowledge and gained a deeper appreciation for the complexities and challenges of the international landscape.

# Challenges encountered:

During my tenure in a diverse organization like the UN, I have encountered various challenges related to cultural differences. Working with colleagues from different countries and backgrounds, I would have had to navigate these differences, understand diverse communication styles, and adapt to varying work cultures. This could have been a challenge that required open-mindedness, cultural sensitivity, and the ability to foster collaboration across diverse teams.

Language barriers, being an international organization, could have posed additional challenges. Even though English is the first language in the UN, effective communication and ensuring clarity in your interactions might have required extra effort and patience. Overcoming language barriers would have involved actively listening, using clear and concise language, and being open to seeking clarification when needed.

Coordinating engagement events and projects often involves working with multiple stakeholders, each with their own expectations and objectives. This could include young professionals, support staff, senior management, and external consultants. Balancing their expectations, aligning their objectives, and ensuring effective collaboration can be a complex task. Navigating these diverse stakeholder dynamics would have required strong interpersonal skills, diplomacy, and the ability to facilitate productive discussions.

# Reflections:

My experiences at UN Women have had a profound impact on my career goals and aspirations. Working in such a dynamic and diverse organization has exposed me to a wide range of issues and challenges related to gender equality and women's empowerment. Witnessing the dedication and passion of my colleagues in addressing these critical issues has fueled my own commitment to making a positive impact in this field.

Through my engagement initiatives in the HR team, I have witnessed firsthand the importance of creating a positive work environment that values diversity and promotes inclusivity. This experience has sparked my interest in organizational development and human resources, as I have seen how these areas play a crucial role in fostering equality and empowerment within an organization.

Designing the online onboarding program for new hires has also ignited my interest in instructional design and learning and development. The process of creating engaging and informative training materials and collaborating with colleagues from different organizations has shown me the power of effective communication and resource utilization in facilitating learning and growth for individuals and organizations.

Furthermore, my involvement in coordinating various engagement events and facilitating cross-understanding among professionals at different levels has deepened my interest in leadership development and team dynamics. Witnessing the positive impact of promoting effective communication, collaboration, and respect within teams has inspired me to pursue a career in fostering inclusive leadership and building strong, diverse teams.

The exposure to experts and insightful conversations during my time at UN Women has broadened my global perspectives and deepened my understanding of the complexities and challenges involved in advancing gender equality. It has highlighted the importance of collaboration, multi-stakeholder engagement, and policy advocacy in driving meaningful change. These experiences have instilled in me a strong desire to contribute to the global efforts towards achieving gender equality, whether through working in international organizations, NGOs, or policy and advocacy roles.