



Applicant Information Packet

What is Game Shifter:

Game Shifter is a rigorous 4-month pilot leadership development programme created specifically for **General Service staff** to increase their capacity to lead. Game Shifter is grounded in evidenced-based academic theories and focuses on practical application of business and psychological principles. Conducted in a cohort-format, Game Shifter enhances participants' knowledge, skills and abilities to lead and inspire change - empowering them to rediscover their superpowers.

Participants increase their capacity to drive individual and collective behavior change. With added reinforcement from their supporters, participants are more likely exercise their new competencies, shape their professional opportunities, and inspire system-wide organizational culture change of the UN System.

Sponsor support is a fundamental success factor of this programme, an element that sets it apart from traditional leadership development programmes. A strong partnership between the participant and their sponsor will offer tangible opportunities for Game Shifters to keep practicing their skills in the workplace once the programme is completed. Interested staff are highly encouraged to discuss their interest to participate in the lab with their manager to obtain their commitment to support them throughout, as well as following the completion, of this learning experience.

Type of support you are expecting from supervisor

The compressed nature of the curriculum demands full participation and presence in all sessions by each participant. Therefore, we highly encourage participants to discuss, clarify with, and gain support from their supervisors which would enable participants to carve out dedicated time for full participation in Game Shifter. We understand that there will be varying levels of sponsorship from each participant's supervisor. While there is not a requirement of a supervisor's involvement, we would expect that supervisors would approve of each participant's use of time to fully participate and be present in all sessions.

What to Expect:

Participants are nominated to Game Shifter and selected into a small cohort of 16-20 students and are trained by experts in organizational psychologists, business strategists, and change leaders with deep knowledge of psychological principles and experience in leadership development, organizational culture management, adult learning, and diversity, equity, and inclusion.

Game Shifter is delivered in two full-day in-person workshops over a 3-month period and includes virtual sessions, asynchronous learning, and closing debrief. See below for final schedule:

Schedule	Description	Mode
1 December (2:00 – 4:00 p.m. CET)	Introductory call	Virtual
5 December (9:00 – 5:30 p.m. CET):	In-person workshop	In-person
8 December (3:00 – 4:30 p.m. CET)	Career webinar on Managing Your Career in Changing Times	Virtual
<i>Week of 5 December: Participants will be asked to take the Gallup CliftonStrengths</i>		
16 December (2:00 – 4:00 p.m. CET)	Understanding diversity dynamics and how to intervene	Virtual
9 January 2023 (2:00 – 5:30 p.m. CET)	Gallup Strengths session	Virtual
<i>Week of 9 January: Participants will be asked to schedule 1-1 coaching</i>		
11 January 2023 (2:00 – 4:00 p.m. CET)	Mid-way virtual session	Virtual
18 January 2023 (3-4:30 pm CET)	Career Webinar on Managing Adversity in Life: Harm, Resilience or Growth?	Virtual
26 January 2023 (9:00 – 5:30 p.m. CET)	In-person workshop	In-person
8 February (2:00 – 4:00 p.m. CET)	Closing debrief session	Virtual

What is the Programme Approach:

Game Shifter is designed to closely mirror the **UN System Leadership Framework**:

- **Focuses on impact:** adding greatest value within the limited time boundaries of the pilot through personal accountability and a rigorous results orientation achieved via practical tools that participants will be taking away with them at the end of the programme.
- **Drives transformational change:** anchored on personal responsibility, amplified by the support of the cohort community; with flexibility built into the programming to adapt teams across the org to drive the success of this cohort experience.
- **Enforces systems thinking approach:** building in containers for forces outside of participants' control, such as their supervisor's commitment to supporting the participants in the programme and offering them tangible opportunities to practice their skills at its completion.
- **Weaves co-creation:** in the fabric of every element of programme design and execution: from building trust and collaboration in the cohort, to putting in place continuous feedback loops to adjust and adapt as the programme continues.

How to apply:

Nominations Process runs from **November 4th to November 25th**, and consists of:

- [an intake form](#) to be completed by the participant
- *Optional but highly recommended:* a letter of commitment signed by the sponsor to support the participant on their Game Shifter journey
- a short bio or updated PHP of the applicant

Who can enrol?

- Staff members from the General Service at any level (*priority will be given to UNOG staff*)
- Fixed-term or permanent/continuing appointment
- Minimum of five years continuous service with the UN Secretariat