

# Clarifying and improving governance at Médecins du Monde France



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# Progress update on the project

- Project objectives
- Methodology
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# Project objectives

The consultants, Fabrice Teicher and Catherine Broyez, are providing MdM with support in clarifying and improving its governance.

- Clarifying the distribution and scope of powers of the Board, the directorates, and the balance of powers within MdM, notably:
  - Decision-making bodies, systems and positions
  - The types of decisions that can be made
  - The decision-making environment
- Producing the following documents:
  - A booklet on MdM-F decision-making bodies and mapping governance within MdM-F
  - Reference document on the scope of the Board
  - A flowchart setting out the key decision-making processes (focussed on opening/closing projects and project processes)

# Methodology

February to June 2022:

- A steering group involving volunteers and employees, including the President and the Executive Director
- Documentary analysis
- Interviews at headquarters and in the field with volunteers and employees in France and abroad
- Time for reflection by the Board/Directorates/Steering Committee
- Analysis and recommendations from the consultants
- Design of documents (consultations + back-and-forth with MdM)
- Presentation (Community Days and General Assembly)
- Follow-up work on governance after the GA

# Interviews

In total, around a hundred people were interviewed (February–April 2022)

➤ **7 individual interviews:**

President, Executive Director, 2 employees at headquarters, one regional delegate, one regional coordinator, one head of unit

➤ **8 group interviews:**

- Board
- Heads of units
- Directors
- Regional delegates
- Field representatives (RepTers) and Desk Officers
- Heads of missions and projects
- Regional coordinators
- Geopolitical and thematic group

# Deliverables

- Recommendations from consultants
- Documents
  1. Reference document on the fundamental principles of governance within MdM (**equality, horizontality, strategic and operational dimensions**)
  2. Reference document on the scope of the Board and the directorates
  3. Note with a view to making decision-making bodies operate and interconnect more smoothly
  4. Diagram on the life-cycle of projects as part of the strategic directions of MdM (design, approval, opening/closing/redirecting, implementing, etc.)

# Schedule and next steps

- 1-15 May: Design of beta versions of documents by the consultants
- 15-31 May: Work on the documents and adjustments by the President/employee
- 2 June: Steering Committee (Copil) 5. Progress update and adjustments
- 3 to 22 June: Work ongoing
- 23 June: Community Days: Presentation by the consultants on progress
- 25 June: General Assembly: Progress update on the project
- July: Finalisation of documents and approval
- After GA: Ongoing work on governance, drawing from feedback from the field (including joint motions from regional offices) and recommendations from the consultants.