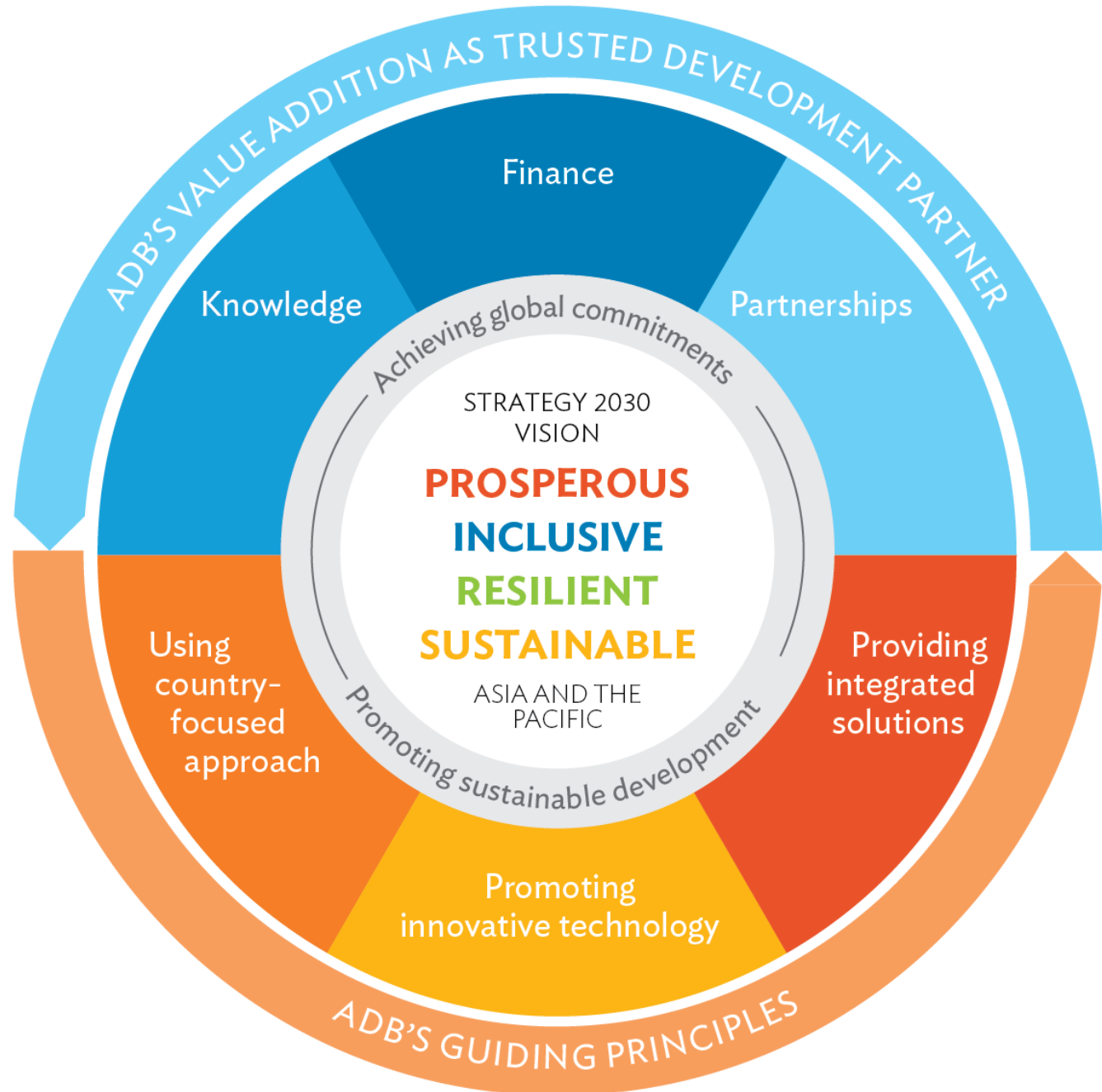


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# Strategy 2030 and Midterm Review: An Evolving Pathway for a Prosperous, Inclusive, Resilient, and Sustainable Asia and the Pacific

Strategy, Policy, and Partnerships Department  
August 2024

# Strategy 2030 is ADB's long-term roadmap for a prosperous, inclusive, resilient, and sustainable Asia and the Pacific



# Differentiated approaches for diverse DMCs



Fragile and  
conflict-  
affected  
situations  
(FCAS)



Small island  
developing  
states  
(SIDS)



Low-income  
and lower  
middle-income  
countries  
(LICs/LMICs)



Upper middle-  
income  
countries  
(UMICs)

← Targeted approaches to pockets of poverty and fragility at subnational level →

## CONTEXT

# An evolving landscape



## SINCE STRATEGY 2030's INCEPTION

Accelerating challenges, new pressures

New drivers of inequality

Rapidly expanding financing gap

Evolving client demands

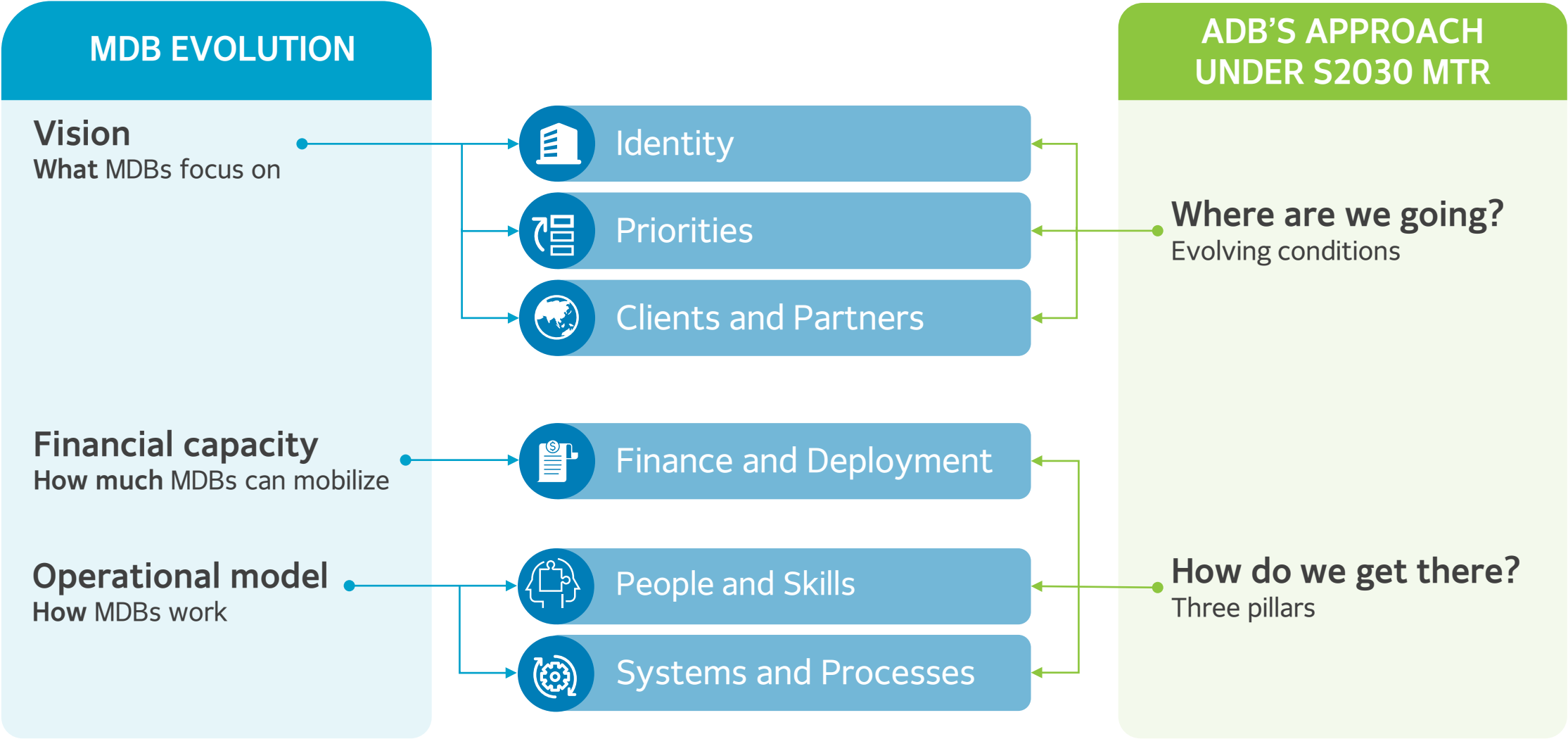


**CALL FOR MDB  
EVOLUTION**



# RECAP

## MDB evolution and ADB approach





WHERE ARE WE GOING?

# Identity

Specific  
organizational vision  
to complement  
Strategy 2030's  
development vision  
for the region

Solving challenges together, connecting the region,  
and empowering people for dynamic economies and a  
healthy planet



WHERE ARE WE GOING?

# Enhanced Focus

Additional focus to guide decision making and respond to emerging demands

Continued emphasis on inequality, poverty

Reflect lessons from 7 OP MTRs to achieve higher development impact

## Accelerate work in 5 areas

1. Climate Action
2. Private Sector Development
3. Regional Cooperation and Public Goods
4. Digital Transformation
5. Resilience and Empowerment



WHERE ARE WE GOING?

# Clients and Partners

Better serve  
existing clients

Update approaches  
for emerging clients

ADB's clients are evolving, with profound impacts for operations up to 2030 and beyond

- **FCAS/SIDS:** Strong and targeted ADF 14 to support our corporate priorities; update differentiated approach focusing on process, people, incentives
- **UMICs:** Update engagement to reflect their role in private sector development and regional/global public goods;
- **Subnational governments:** Expand engagement particularly on climate adaptation
- **Partners:** Deepen engagement with private sector, civil society, foundations, and other stakeholders





How do we get there

# Finance and Deployment

Pathway to achieve a  
new sustainable level of  
lending

CAF review created significant additional headroom  
– up to 100 billion over the next decade

Capital Utilization Plan charts a path towards a new  
sustainable level of lending

ADB must continue to explore innovative financing  
options (IF-CAP, SDR rechanneling, hybrid capital)



## HOW DO WE GET THERE?

# People

Continue  
implementing  
ambitious NOM  
agenda

Strengthening human resources is crucial to effectively implement S2030 vision. Staff's skills, capabilities and collaboration will significantly impact the success of ADB's transformation.

- 1. Enhance Recruitment**  
Maximize recruitment efficiency and prioritize hiring of experts in key areas, while enhancing ADB's branding to attract top talent.
- 2. Advance People Skills**  
Upskill and reskill staff to fill skills gaps and expand their skill set for career advancement and internal mobility.
- 3. Strengthen Performance Management**  
Drive a culture of high-performance where staff behaviour is aligned with ADB's business priorities and values while strengthening managers' capacity to oversee and manage people within the organization.
- 4. Incentivize Strategic Focus Areas**  
Provide management guidance to heads of departments and staff to ensure that support to GPGs and private sector development are prioritized in departmental and staff work plans.
- 5. Accelerate Decentralization**  
Enhance ADB's field office presence and ensure timely responsiveness and quality delivery.
- 6. Foster Inclusion and Belonging**  
Nourish a gender-balanced workforce, weaving inclusion and diversity into our workplace.
- 7. Implement Job Architecture**  
Implement a more simplified and fit for purpose job architecture and introduce a well-defined career architecture.
- 8. Culture Transformation Initiative**  
Cultivate a corporate culture that supports stronger collaboration and agile ways of working.



HOW DO WE GET THERE?

# Systems and Processes

Ongoing NOM  
phase 2

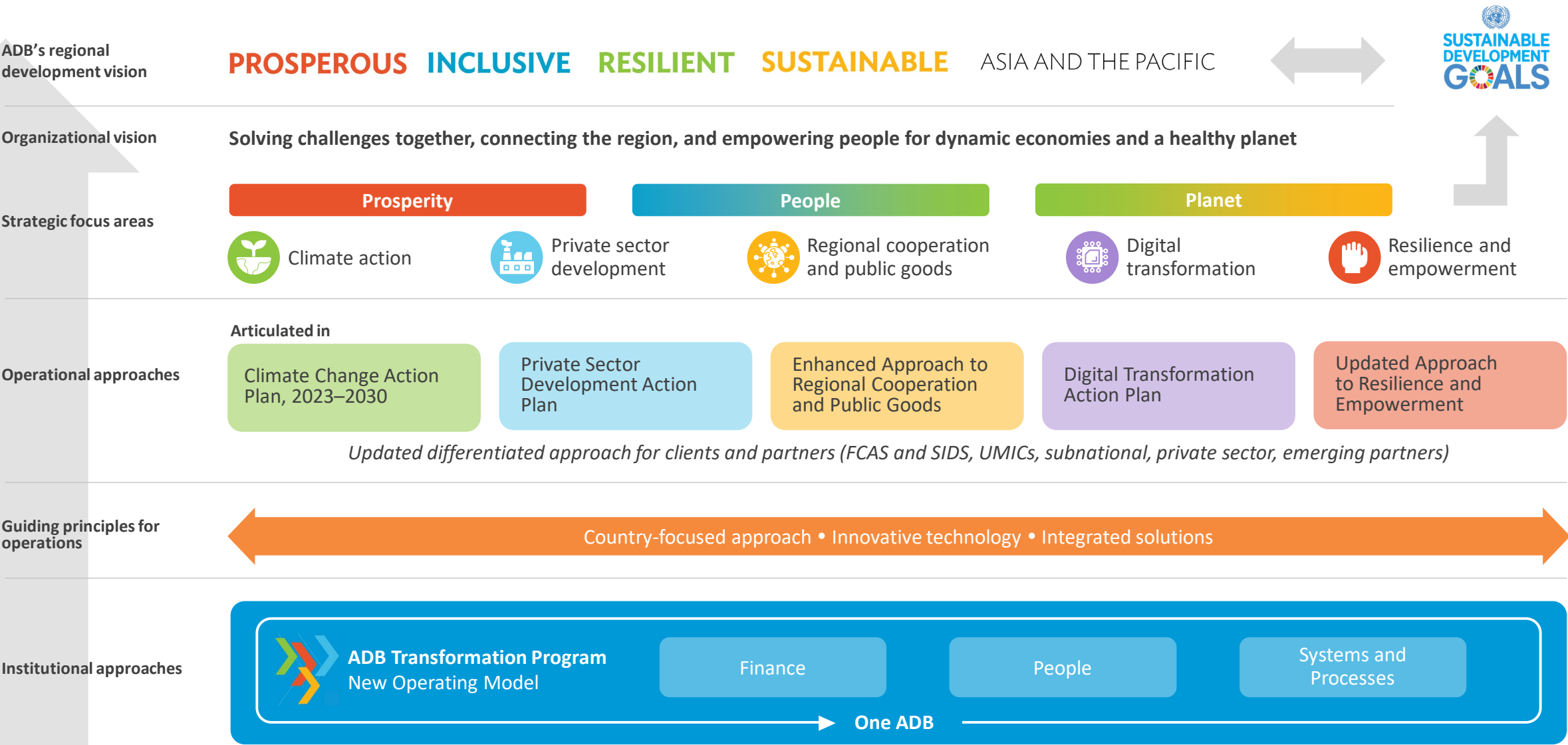
Prepare new CRF  
2025–2030 to  
incentivize and  
report on strategic  
focus areas


ADF 14 results  
framework linked to  
the new CRF

Continuous reform needed to make ADB  
faster, better, stronger

- Sustain implementation momentum for NOM
- Accelerate business process reform to deliver quality solutions more quickly
- Prepare new CRF 2025–2030 reflecting areas of enhanced focus, with more streamlined and outcome-oriented indicators
- ADF 14 results framework informed by CRF 2025–2030

# Strategy 2030 Midterm Review: A Snapshot





# Strategy 2030 and Midterm Review:

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