

## Paul Adams

Paul's lead role consists in enabling public and private sector partners - commercial banks, institutional investors, insurance companies, sovereign funds, and other development institutions - to participate in IFC's investment projects. In 2023-2024, he continued to be part of the Learning and Development (L&D) Working Group, having led and moderated L&D series, inviting thought leaders, executives, and subject matter experts to the events.

He led sessions to dive into a more granular view on various aspects of IFC's mission and business model integrated in the WBG objectives globally. L&D Working Group's goal is to create a learning and development ecosystem so that colleagues have opportunities for collective learning and discovery. Paul was part of implementing a people centric approach which is in the core of the corporation's business strategy. Investing in the continuous learning and professional development of staff is part of the business model. In the past, and when he has been faced with barriers, challenges and doubts, his work ethics have always remained intact and anchored in integrity and accountability. While mistakes are inevitable, Paul has always utilized a specific method which typically includes but is not necessarily limited to acknowledging the error and accepting responsibility, correcting it, understanding why and how it occurred, learning from it, and taking precautionary steps to prevent it in the future. This method has served him well and comprises the necessary steps to achieving a greater level of efficiency, to completing projects in a timely manner, consistently and on the first attempt. As it relates to accountability, he found that integrity, honesty, humility, transparency especially in such contexts, and the ability to take responsibility for one's actions, help to cultivate trust and confidence. Such attributes are also conducive to better camaraderie, teamwork, and a more collegial work environment.