

D. Organizational performance

1. Leadership
2. Staff
3. Institutional communications

During WFPI's first five years of life, we have seen how demanding it can be to chart the course and set priorities, and keep ambitions unwaveringly commensurate with our means. From fund raising to the deep complexity of delivering medical aid, international organizations are constantly grappling with internal and external challenges. We have needed time to mould our mandate, and our trajectory can never be fully pre-set; our resources are constantly shifting and we operate within a fast-changing world.

Within this challenging environment, WFPI's leadership (as constituted in our bylaws) and staff are charged with organizational performance.

1. Leadership

The WFPI Council is led by the President, Secretary and Treasurer. Due to geographical dispersion, Council meetings (and WFPI Annual Members' Meetings) are held both onsite and online.

During the 2016-2021 period, avenues will be explored for greater involvement of the WFPI Council's Representative Directors

The Council's key officers form WFPI's Executive Committee (EXCOM), which has on-going strategic planning responsibilities and such powers and duties as may be delegated to it by the Council. It "fast tracks" simple Council business.

From mid-2016 on, WFPI's virtual education and outreach leaders will have seats on WFPI's EXCOM. Based on the results secured in 2012-2015 and their diverse support needs, committee leaders will aim to

- develop action plans and timelines for their follow through and results. The plans will include resource needs (volunteers and staff), budgets and other forms of support;
- report to EXCOM on progress made as a minimum biannually so as to discuss what works, what doesn't and where the solutions might lie.
- Leadership suggestions will be incorporated into the plans so as to ensure their follow through and translation into results, with EXCOM officers playing an active role therein.

2. Staff

The WFPI staff includes a General Director and input from the SPR's Executive Director. Staff assists the WFPI leadership with:

- operational planning, resourcing, implementation, monitoring and reporting for WFPI's virtual education, outreach, international child imaging safety and advocacy efforts;

- internal & external communications;
- the WFPI membership base, including administration and Annual Member/other WFPI meetings;
- Council business.

All members of staff report to EXCOM and any regional board providing sustained and exclusive/significant funding for their positions, while referring to WFPI's Founding President for hierarchical line management.

3. Institutional communications

The Council and Committee leaders seeks to **communicate with WFPI organization members and the individual physicians who constitute them via social media followings, its website and its quarterly newsletters** circulated via social media outlets and WFPI member organizations themselves. For the latter, forward circulation to individual physicians has proven highly variable as it depends on societies' own communication with their members – this will be monitored moving forward, in the hope of stabilization.