

**AMNESTY
INTERNATIONAL**



22 January 2013

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Dear friends and colleagues

Following the *Blueprint for an integrated and results-driven IS, closer to the ground* (ORG 30/011/2011) circulated to the movement in August 2011, we had determined that as the transition implementation plan would be constantly adapting and evolving, it would not be meaningful to produce a revised static blueprint document.

Instead, there has been extensive engagement within the International Secretariat (IS) and in the movement on what has been since named the Global Transition Programme (GTP). The engagement has included a wide range of interactions with all key stakeholders resulting in a large collection of documents as well.

The enclosed GTP Roadmap represents the International Executive Committee's (IEC) call for an articulation of the latest thinking on the implementation plan for the GTP and its organisational implications, particularly for the IS and consequently the movement. The need for such a document was accentuated by the questions and concerns raised by significant proportion of IS staff and some sections.

We see the GTP Roadmap as a living document that will be required to be flexible as we make course corrections based on real-time learning. In the IS, any feedback on this document should be given to Nicky Briggs, Senior Director, Organisational Change and Transition, through the Senior Directors of each Directorate.

We hope that this document gives enough information to have an informed discussion at the Chairs Assembly and Directors Forum in February 2013. Feedback from the movement on this document will be received primarily at this meeting.

We are now at the end of over two years of discussing the need and manner in which we need to make this change process happen. We are finally on the verge of moving from writing papers and debating to implementation. It is the nature of such change processes that despite having the best laid plans, the change process will still be painful and throw up new challenges.

We thank you for your continued support to make the implementation of important and long demanded change process as smooth and effective as possible. We will make every effort to build trust between all parties as we move forward with this process.

Wishing you all a great 2013!

A handwritten signature in black ink, appearing to read "Salil Shetty". The signature is written in a cursive style with a horizontal line underneath the name.

Salil Shetty
Secretary General